

Employment Offer Letter

Date: 15th November 2017

To:
Akanksha Rashmi
Jaipuria Institute of Management

Dear Akanksha,

Pursuant to your application and subsequent rounds of interview, we are pleased to offer you the position of Financial Planning Manager at our organization in Band 19. You will be required to undertake your duties from 2nd January, 2018.

Your starting CTC will be Rs. 5.13 Lacs per annum of which Rs. 2.88 Lacs will be your guaranteed component and Rs. 2.25 Lacs will be performance linked incentives. You will be eligible for appraisals from time to time as per the organization's policies.

Please note that you will be provided with a formal appointment letter upon your joining and will remain under probation for a period of 90 days from your joining date.

We wish you all the best and look forward to having you on board with FinEdge!

Warm regards,

Harsh Gahlaut

Chief Executive Officer

FinEdge Advisory Private Limited



D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

****THIS IS A COMPUTER-GENERATED LETTER AND REQUIRES NO SIGNATURE****

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

089

[Signature]
In-charge
Internal Quality Assurance Cell

Employment Offer Letter

Date: 15th November 2017

To:
Richa Kohli
Jaipuria Institute of Management

Dear Richa,

Pursuant to your application and subsequent rounds of interview, we are pleased to offer you the position of Financial Planning Manager at our organization in Band 19. You will be required to undertake your duties from 2nd January, 2018.

Your starting CTC will be Rs. 5.13 Lacs per annum of which Rs. 2.88 Lacs will be your guaranteed component and Rs. 2.25 Lacs will be performance linked incentives. You will be eligible for appraisals from time to time as per the organization's policies.

Please note that you will be provided with a formal appointment letter upon your joining and will remain under probation for a period of 90 days from your joining date.

We wish you all the best and look forward to having you on board with FinEdge!

Warm regards,

Harsh Gahlaut

Chief Executive Officer

FinEdge Advisory Private Limited

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

Harsh Gahlaut
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Registered Office:

4th Floor, Kings Mall, Sector-10, Rohini, New Delhi-110085 (INDIA)

Ph. : 011-66376000 • Fax : 011-66376060

E-mail: info@goldplusgroup.com • Website: www.goldplusgroup.com

CIN : U26109DL2005PLC143705

To,

Mr. Jitendra Singh

Dated : 21st November, 2017

Dear Mr. Jitendra,

Subject- Letter of Intent for the position of "Management Trainee "

This has reference to our discussions; we are pleased to offer you the position of **Management Trainee**. Your initial posting will be at our corporate office. You had indicated to join the organization on or before **27th November 2017**.

The CTC, agreed mutually between us is annexed herewith (Annexure 1).

This offer is contingent upon satisfactory submission of following :

1. Photocopies of all testimonial. (Xth, XIIth, Diploma, Degree, Post Degree, Doctorate or any other qualification).
2. Photocopy of ID proof. (PAN card, Voter ID, Driving License, Passport).
3. Photocopy of AD proof (local & permanent both).
4. Requisite IT Declaration Form. (Form 16/ Form 12).
5. Relieving letter or unqualified acceptance of resignation, in original.
6. Copy of all previous experiences.
7. Copy of last emoluments.
8. Eight Photographs with red background in passport size.
9. Medical Certificate

The detailed terms & conditions of your services will be issued to you at the time of your joining, in the form of "Appointment Letter".

We hope this will be the beginning of a long and mutually satisfying association with Gold Plus Group.

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

For **Gold Plus Glass Industry Limited**

Pooja Thakur

Pooja Thakur
Senior Executive -HR



P. Khand-IV
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

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Registered Office:

4th Floor, Kings Mall, Sector-10, Rohini, New Delhi-110085 (INDIA)

Ph. : 011-66376000 • Fax : 011-66376060

E-mail: info@goldplusgroup.com • Website: www.goldplusgroup.com

CIN : U26109DL2005PLC143705

To,

Mr. Ankit Verma

Dated : 21st November, 2017

Dear Mr. Ankit,

Subject- Letter of Intent for the position of "Management Trainee "

This has reference to our discussions; we are pleased to offer you the position of **Management Trainee**. Your initial posting will be at our corporate office. You had indicated to join the organization on or before **27th November 2017**.

The CTC, agreed mutually between us is annexed herewith (Annexure 1).

This offer is contingent upon satisfactory submission of following :

1. Photocopies of all testimonial. (Xth, XIIth, Diploma, Degree, Post Degree, Doctorate or any other qualification).
2. Photocopy of ID proof.(PAN card, Voter ID, Driving License, Passport).
3. Photocopy of AD proof (local & permanent both).
4. Requisite IT Declaration Form.(Form 16/ Form 12).
5. Relieving letter or unqualified acceptance of resignation, in original.
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7. Copy of last emoluments.
8. Eight Photographs with red background in passport size.
9. Medical Certificate

The detailed terms & conditions of your services will be issued to you at the time of your joining, in the form of "Appointment Letter".

We hope this will be the beginning of a long and mutually satisfying association with Gold Plus Group.

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

For Gold Plus Glass Industry Limited

Pooja Thakur

Pooja Thakur
Senior Executive -HR



Pooja Thakur
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Bldg. No. 2, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge,
Internal Quality Assurance Cell

Registered Office:

4th Floor, Kings Mall, Sector-10, Rohini, New Delhi-110085 (INDIA)
Ph. : 011-66376000 • Fax : 011-66376060
E-mail: info@goldplusgroup.com • Website: www.goldplusgroup.com
CIN : U26109DL2005PLC143705

To,

Mr. Krishna Singhal
Mobile No. : 8586045467
Email ID : imkrishna18@gmail.com
Dated : 21st November, 2017

Dear Mr. Krishna,

Subject- Letter of Intent for the position of "Management Trainee"

This has reference to our discussions; we are pleased to offer you the position of *Management Trainee*. Your initial posting will be at our corporate office. You had indicated to join the organization on or before **27th November 2017**.

The CTC, agreed mutually between us is annexed herewith (Annexure 1).

This offer is contingent upon satisfactory submission of following :

1. Photocopies of all testimonial. (Xth, XIIth, Diploma, Degree, Post Degree, Doctorate or any other qualification).
2. Photocopy of ID proof. (PAN card, Voter ID, Driving License, Passport).
3. Photocopy of AD proof (local & permanent both).
4. Requisite IT Declaration Form. (Form 16/ Form 12).
5. Relieving letter or unqualified acceptance of resignation, in original
6. Copy of all previous experiences.
7. Copy of last emoluments.
8. Eight Photographs with red background in passport size.
9. Medical Certificate

The detailed terms & conditions of your services will be issued to you at the time of your joining in the form of "Appointment Letter".

We hope this will be the beginning of a long and mutually satisfying association with Gold Plus Group.

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

For Gold Plus Glass Industry Limited

Pooja Thakur
Pooja Thakur
Senior Executive -HR



P. Khand
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

February 1, 2018

Mr. Shashwath .

LETTER OF OFFER

Dear Shashwath,

It was a pleasure to meet you and we are delighted to offer you the position of **Management Trainee** with our organization. This position will be based out of **BF-New Delhi-Vikas Surya Mall**. The total cost to company will be Rs. **289399/- (Rupees Two lakh Eighty Nine Thousand Three Hundred Ninety Nine Only)**. A detailed breakup is attached along with this letter for your reference.

Your Date of Joining would be **February 1, 2018**.

Future Group nurtures leaders while rapidly imagining the next big retail story and realising it in tangible form day after day. We live by the words **SPEED** and **IMAGINATION** in everything we do. Together, our singular aim is to delight the customer and give them the best the world has to offer, at the best price.

We will soon send you a comprehensive email enlisting the documents for submission as well as your induction schedule. Additionally, your personal Relationship Manager will regularly connect with you to ensure that you seamlessly adjust into your new role. Please feel free to engage with them for any further support.

We look forward to having you on board.

For Future Lifestyle Fashions Limited

Yours Sincerely,

Navin Kumar Srivastava

Store Manager

D. N. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Shashwath
Shashwath .

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad



Date: 19.12.2017

Mr. Shubham Sharma
Jaipuria Institute of Management,
Ghaziabad, Uttar Pradesh - 201014

Sub: Offer Letter

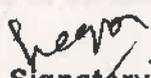
Dear **Mr. Shubham Sharma**,

We are glad to inform you that you have been selected as a **Derivatives Trainee** with our company **Mansukh Securities & Finance Ltd.** and offer you to join your duties on 15.01.2018.

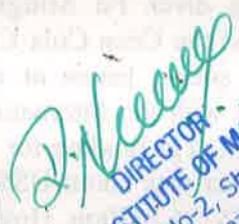
You will be in probation for a period of 6 months. The detailed appointment letter will be issued on the date of your joining duties as per the terms and conditions discussed during the interview.

We welcome you and expect a long term mutual beneficial association.

For **Mansukh Securities & Finance Ltd.**


Authorized Signatory




DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

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Date: 19.12.2017

Mr. Chahat Khurana
Jaipuria Institute of Management,
Ghaziabad, Uttar Pradesh - 201014

Sub: Offer Letter

Dear **Mr. Chahat Khurana**,

We are glad to inform you that you have been selected as a **Derivatives Trainee** with our company **Mansukh Securities & Finance Ltd.** and offer you to join your duties on 15.01.2018.

You will be in probation for a period of 6 months. The detailed appointment letter will be issued on the date of your joining duties as per the terms and conditions discussed during the interview.

We welcome you and expect a long term mutual beneficial association.

For **Mansukh Securities & Finance Ltd.**



[Handwritten Signature]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

[Handwritten Signature]
Authorized Signatory

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Handwritten Signature]
In-charge
Internal Quality Assurance Cell

008

Date: 19.12.2017

Ms. Vishakha Maheshwari

Jaipuria Institute of Management,
Ghaziabad, Uttar Pradesh - 201014

Sub: Offer Letter

Dear **Ms. Vishakha Maheshwari**,

We are glad to inform you that you have been selected as a **Derivatives Trainee** with our company **Mansukh Securities & Finance Ltd.** and offer you to join your duties on 15.01.2018.

You will be in probation for a period of 6 months. The detailed appointment letter will be issued on the date of your joining duties as per the terms and conditions discussed during the interview.

We welcome you and expect a long term mutual beneficial association.

For Mansukh Securities & Finance Ltd.



J. Khandiv
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

[Signature]
Authorized Signatory

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

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To,

Mr. Abhishek Kumar

11th November, 2017

Subject: Pre-Placement Offer Letter

Dear Abhishek,

Further to the interview and discussions you have had with us, we are pleased to send you a **Pre-Placement Offer** for the position of **Management Trainee**.

The compensation break-up shall be as follows:

Total Offer: INR 3.1Lacs per annum +Variable Pay (Performance Based Incentives). The detailed annexure of the same would be included in the Appointment Letter.

You will be required to join on or before 4th January 2018, unless the date is extended and communicated to you in writing.

Best Regards

Team HR

ICE Creative Excellence Pvt. Ltd

D. Narayana
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

06-Dec-2017

PRIVATE AND CONFIDENTIAL

Ms. Nupur Gupta
255/340, Kundri Rakab Ganj,
Lucknow.

We are pleased to offer you the position of **Associate Senior Executive in Corporate Client Servicing(Naukri.Com)** with Info Edge India Ltd.

1. This **Letter of Intent** is being issued subject to the following terms:
 - a. You shall join the company on or before **08-Jan-2018**.
 - b. Accuracy of the testimonials and information provided by you
 - c. Your being free from any contractual restrictions preventing you from accepting this offer or starting work on above mentioned date.
 - d. Successful background and reference check.
2. On your date of joining, you will be issued a formal Appointment Letter.
3. You shall be based in **Noida A-88** but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India.
4. As an employee of the company, you will receive an annual CTC (Cost to the Company) as mentioned in Annexure attached on Page 2.
5. In case you decide to leave the service of the organization, you will be required to give 30 days' notice. The organization in its sole discretion can decide to waive off/ reduce the notice period depending upon the exigencies. In such case, you would be required to pay the organization the gross salary for the notice period so reduced/ waived off.
6. Upon termination of employment, all company documents, information and property, business cards, office keys must be returned to the office prior to leaving.
7. You are requested to report at 9 a.m. at **Noida B-8, Info Edge India Ltd, B-8, Sector-132, Noida 201304.**

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours sincerely

For Info Edge India Ltd

Ritesh Jha

Ritesh Jha

Vice President

I accept the terms and conditions of this offer

D. Neeraj
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

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Annexure

Name: Nupur Gupta		Designation: Associate Senior Executive	
Work Level : 4B		Location: Noida A-88	
Entitlement			
	<u>Per Month</u> ₹	<u>Per Annum</u> ₹	
Basic Salary	8,199	98,388	
House Rent Allowance (HRA)	4,100	49,200	
Conveyance Allowance	1,600	19,200	
Special Allowance	3,298	39,576	
Statutory Bonus	1,640	19,680	
Sub Total 1	18,837	2,26,044	
Company's Contribution to PF	984	11,808	
Sub Total 2	19,821	2,37,852	
Annual Entitlement			
Group Med claim Insurance**		2,150	
Gratuity (Estimated)***		4,732	
Sub Total 3		6,882	
Gross Annual Fixed (Grand Total)		2,44,734	
Annual Management Bonus[~]		13,000	
Total Cost to Company^{^^^} (at 100% payout)		2,57,734	

~ Annual Management Bonus:

- For the financial year 2017~2018, the indicative range of Management Bonus at your work level is zero to Rs.13,000/-. Please note that this is not a guaranteed component of your compensation and the actual payout shall be calculated based on parameters as fixed for measuring Individual, Department and Company performance. No Management Bonus will be paid out for "Below Average" performance.
- Please note that to be eligible for the above mentioned component for a given evaluation period, you need to be on the rolls of the company at the time of payout of the bonus component. The Management Bonus scheme may be revised from time to time.

^^^Total Cost to Company:

- Total Cost to Company is a total of Gross Annual Fixed and Annual Variable Pay/Annual Management Bonus/ Annual Tech Bonus at 100% payout as per the clause mentioned above

***Medical Allowance/ Leave Travel Allowance (LTA)**(claimed as per Income Tax rules) would be non – taxable. In case an associate does not want to utilize these allowances, they can advise HR at the beginning of the year to pay pro rata amounts with the monthly payroll after deducting appropriate taxes.

ESI/Income tax/ local tax will be deducted as per the prevailing rules.

Apart from the above, you will be entitled to insurance coverage. The details of the same mentioned below:

**** Group Medical Insurance:**

You will be entitled to Medical Insurance Coverage as per company policy.

*****You are entitled to retiral benefit of gratuity as per provisions of "Payment of Gratuity Act 1972"**

The amount indicated is equivalent to 15 days Basic Salary on a base of 26 days in a month, for every completed year as part the payroll in excess of six months. The payment shall be contingent upon continuous Service of 5 years with the company.

ACCIDENTAL INSURANCE

You will be entitled to Accidental Insurance Coverage as per company policy.

Ritesh Jha

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



[Signature]
In-charge
Internal Quality Assurance Cell

OFFER LETTER

Dear Mr. Amitesh Sharma

1/4406A, Ram Nagar Ext. Shahdara,

New Delhi New Delhi

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
 Date of Joining : **02-Jan-2018**
 Functional Band : **Front Liner/Business Development**
 Department : **SALES**
 Division : **CSD**
 Salary : **As Per Annexure 'A'**
 Reporting Branch : **DELHI SOUTH 2**
 Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI SOUTH 2**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **02-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

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Annexure - A

NAME : AMITESH SHARMA DESIGNATION : MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT
 DIVISION : CSD DOJ : 02-Jan-2018

Particulars		Amounts(Rs.)
	Fixed Component	
Basic		17000
House Rent Allowance		4196
	Sub Total A	21196
	Reimbursement	
	Sub Total B	0
	Variable Component	
Qualitative Performance Reimbursement*		2678
Performance Linked Reimbursement**		7363
	Sub Total B1	10041
Gratuity****		817
Statutory Bonus***		1416
	Sub Total C	2233
Total Salary Package (A+B+B1+C)		33470
Total Salary Package Per Annum		401640
Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	23724	301680
	Additional Perks	

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

D. K. Sharma
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



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OFFER LETTER

Date : 20-Dec-2017

Dear Mr. Darshit Chaudhary
530 Niti Khand 3, Indrapuram,
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **05-Feb-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **DELHI SOUTH 1**
Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI SOUTH 1**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **05-Feb-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes

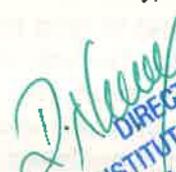
Your Sincerely,

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram Ghaziabad


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014


In-charge
Internal Quality Assurance Cell

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Annexure - A

NAME : **DARSHIT CHAUDHARY** DESIGNATION : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
 DIVISION : **CSD** DOJ : **05-Feb-2018**

Particulars	Amounts(Rs.)
Fixed Component	
Basic	17000
House Rent Allowance	4196
Sub Total A	21196
Reimbursement	
Sub Total B	0
Variable Component	
Qualitative Performance Reimbursement*	2678
Performance Linked Reimbursement**	7363
Sub Total B1	10041
Gratuity****	817
Statutory Bonus***	1416
Sub Total C	2233
Total Salary Package (A+B+B1+C)	33470
Total Salary Package Per Annum	401640
Deductions	
Monthly TH	Annual TH
Employee Welfare Trust	1800
Total	1800
Total TH	23724
Additional Perks	301680

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Ashwani Kumar Chanour
 Ashwani Kumar Chanour
 Head-Human Resources

R. K. Khand-IV
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indrapuram, Ghaziabad

In-charge
 Internal Quality Assurance Cell

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OFFER LETTER

Dear **Mr. Paras Sharma**1168/76,Deva Ram Park, Trinagar,
New Delhi New Delhi

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
 Date of Joining : **12-Feb-2018**
 Functional Band : **Front Liner/Business Development**
 Department : **SALES**
 Division : **CSD**
 Salary : **As Per Annexure 'A'**
 Reporting Branch : **DELHI NORTH**
 Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI NORTH**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **12-Feb-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.



Director
DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indirapuram, Ghaziabad-201014

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.

Ashwani Kumar Chanour
 Head-Human Resources

Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indirapuram, Ghaziabad

Director
 In-charge
 Internal Quality Assurance Cell

014



OFFER LETTER

Dear Mr. Ashish Singh
Sector- 14A/666 Vasundhara,
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **05-Feb-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **DELHI SOUTH 2**
Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI SOUTH 2**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **05-Feb-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.


Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell




DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

015



OFFER LETTER

Dear **Mr. Rishabh Srivastava**
339/11 Babu Purwa Colony, Kidwai Nagar

Kanpur Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **19-Feb-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **DELHI WEST**
Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI WEST**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **19-Feb-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

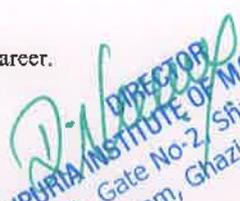
We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.


Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



016



OFFER LETTER

Dear **Mr. Santosh Kumar**
House No-116, Vill-Mahipura,

Patna Bihar

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **22-Jan-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **GHAZIABAD**
Location : **GHAZIABAD**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **GHAZIABAD**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **22-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



017



OFFER LETTER

Dear Mr. Vijay Singh
Mayur Vihar Phase Iii,
New Delhi New Delhi

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **08-Jan-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **DELHI NORTH**
Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI NORTH**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **08-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(F-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

019



Annexure - A

NAME : VIJAY SINGH

DESIGNATION : MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT

DIVISION : CSD

DOJ : 08-Jan-2018

Particulars		Amounts(Rs.)
	Fixed Component	
Basic		17000
House Rent Allowance		4196
	Sub Total A	21196
	Reimbursement	
	Sub Total B	0
	Variable Component	
Qualitative Performance Reimbursement*		2678
Performance Linked Reimbursement**		7363
	Sub Total B1	10041
Gratuity****		817
Statutory Bonus***		1416
	Sub Total C	2233
Total Salary Package (A+B+B1+C)		33470
Total Salary Package Per Annum		401640
Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	23724	301680
	Additional Perks	

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

018

[Signature]
In-charge
Internal Quality Assurance Cell



30 March, 2018

Sangitika S
Mahuli Kothi,
KG Road, Ara,
Arrah,
802301

Dear *Sangitika,*

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Client Relationship Partner : Acquisition and Product Cross Sell Management** in YES BANK at Sector 18 Noida. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation

Your Gross Annual Total Cost-to-Company will be ₹ 300000.00 (Rupees Three Lakh Only), paid on the last day of each month. The Break-up of your compensation is attached as Annexure I & II.

Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a performance based Bonus/Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the

Bank
Internal Quality Assurance Cell
Jaipuria Institute of Management
Your Indrapuram, Ghaziabad
Human Capital Management Department.

In-charge
Internal Quality Assurance Cell

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



OFFER LETTER

Dear Mr. Shahbaz Shahab

J Block, Jaipuria Sunrise Plaza Society, Ahinsa Khand
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **22-Jan-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **NOIDA**
Location : **Noida**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **NOIDA**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **22-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.


Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

021



Annexure - A

NAME : **SHAHBAZ SHAHAB**

DESIGNATION : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**

DIVISION : **CSD**

DOJ : **22-Jan-2018**

Particulars	Amounts(Rs.)
Fixed Component	
Basic	15500
House Rent Allowance	5893
Sub Total A	21393
Reimbursement	
Sub Total B	0
Variable Component	
Qualitative Performance Reimbursement*	2678
Performance Linked Reimbursement**	7363
Sub Total B1	10041
Gratuity****	745
Statutory Bonus***	1291
Sub Total C	2036
Total Salary Package (A+B+B1+C)	33470
Total Salary Package Per Annum	401640

Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	23921	302544

Additional Perks

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources



P. Director
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell



Vanshika Dixit
New Delhi

PRIVATE AND CONFIDENTIAL

133521
January 10, 2018

Vanshika Dixit
38/1, Site No-1, N Block Co
lony, Kidwai Nagar, Kanpur,
Uttar Pradesh-208011, UTTAR PRADESH

Dear Vanshika,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration - It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

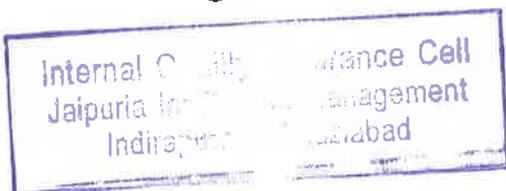
E-Mail Address : sweta.mishra@icicisecurities.com

Telephone (Direct) : 022-40701137

Yours sincerely,

For ICICI Securities Ltd

Sweta Mishra
Chief Manager - Human Resources



Sweta Mishra
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Sweta Mishra
in-charge
Internal Quality Assurance Cell

Vanshika Dixit
New Delhi

PRIVATE AND CONFIDENTIAL

133521
January 10, 2018

Vanshika Dixit
New Delhi

Dear Vanshika,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Senior Relationship Manager - MFA". You will be placed in "Mutual Fund" Department and "Mutual Fund" Function at New Delhi.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before January 24, 2018. You are required to complete and submit your NISM Series V-A (Mutual Fund Distributors certification) on or before your date of joining.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2018. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

File No. 2,
Shakti Khand-IV
Indirapuram,
201014
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

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In-charge Page 2
Internal Quality Assurance Cell

6. Your Basic Salary will be Rs. 122,500/- (Rupees One Lakh Twenty Two Thousand Five Hundred Only) per annum.

Allowances:

7. Your House Rent Allowance will be Rs. 61,250/- (Rupees Sixty One Thousand Two Hundred Fifty Only) per annum.

8. You shall be entitled to Medical Reimbursement up to Rs. 15,000/- (Rupees Fifteen Thousand Only) per annum.

9. You shall be entitled to Leave Travel Assistance of Rs. 25,521/- (Rupees Twenty Five Thousand Five Hundred Twenty One Only) per annum.

10. You shall be entitled to Transport Allowance of Rs. 19,200 /- (Rupees Nineteen Thousand Two Hundred Only) per annum.

11. You shall be entitled to Personal Pay of Rs. 91,829/- (Rupees Ninety One Thousand Eight Hundred Twenty Nine Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

12. Comprehensive Mediclaim Coverage for you will be up to Rs. 4 Lacs per annum. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years .

13. Personal Accident Insurance coverage upto Rs.15 Lacs for permanent disablement or death due to accidents.

14. Death benefit as per company policy in case of untimely demise while in the service.

15. Retirement Benefits of the Company; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Company policy.

16. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

Performance Bonus/ Sales Incentive Plan:

17. You will participate in the Company's Performance Bonus/ Sales Incentive Plan depending on the function you belong to. The pay out depends on the Company's performance, your

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Signature
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Block No-2,
Shakti Khand-IV
Indrapuram,
Ghaziabad
201014

Signature
In-charge
Internal Quality Assurance Cell

029

strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed bonus. The Performance Bonus/ Sales Incentive awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.

Other Terms and Conditions of Service:

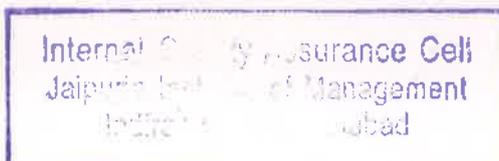
18. Professional Ethics & Confidentiality: While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses, management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.

19. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

20. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

21. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu



R. Khandiv
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khandiv
Indrapuram, Ghaziabad-201014
028



[Signature]
In-charge
Internal Quality Assurance Cell

of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice.

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period.

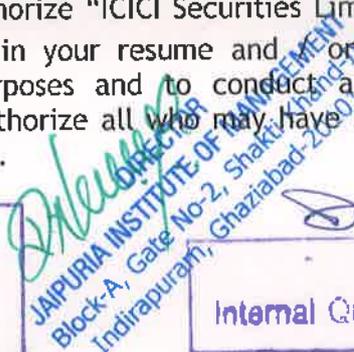
22. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;
- Wilful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

23. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity.

24. General: You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.



25. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies and procedures and Company's Rules of Conduct and Corporate Policies issued from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks and procedures may be amended by the Company at its discretion from time to time. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

26. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

27. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

28. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:

To Employer: HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee 38/1, Site No-1, N Block Co
lony, Kidwai Nagar, Kanpur,
Uttar Pradesh-208011, UTTAR PRADESH



It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

D. N. Sharma
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khaut-W
Indrapuram, Ghaziabad-201014

[Signature]
In-charge
Internal Quality Assurance Cell

Vanshika Dixit
New Delhi

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours Sincerely,

For ICICI Securities Ltd



Sajai Sadanandan
Assistant Vice President - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate

D. K. Sanyal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

REMUNERATION DETAILS		
NAME	Vanshika Dixit	
JOB TITLE	Senior Relationship Manager - MFA	
GRADE	E	
<i>Components</i>	<i>Monthly</i>	<i>Annually</i>
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,126	25,521
Personal Pay	7,652	91,829
<i>Retiral Benefits</i>		
Employer's Contribution to PF	1,225	14,700
<i>Total Fixed Pay</i>	<i>29,166</i>	<i>350,000</i>
** Gratuity is payable after completion of 5 years of continuous service.		

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
in-charge
Internal Quality Assurance Cell



Gunjan Sharma <gunjan@jalpuria.edu.in>

Fwd: Offer Mail

Sanandi Chopra <sanandi@jaipuria.edu.in>
To: Gunjan Sharma <gunjan@jaipuria.edu.in>

Mon, Jan 15, 2018 at 1:02 PM

----- Forwarded message -----

From: **swati singh** <swatisingh0853@gmail.com>
Date: Mon, Jan 15, 2018 at 1:00 PM
Subject: Fwd: Offer Mail
To: Sanandi Chopra <sanandi@jaipuria.edu.in>

----- Forwarded message -----

From: "Suchi Khandelwal" <suchi.khandelwal@arihantcapital.com>
Date: 23 Nov 2017 17:04
Subject: Offer Mail
To: <swatisingh0853@gmail.com>
Cc: <saniya.shaikh@arihantcapital.com>, <hari.kishan@arihantcapital.com>

Dear Swati,

We are pleased to offer you the position of **Management Trainee** with us here at Arihant Capital Markets Ltd at **Indore** location. As discussed, Your CTC will be **INR. 2,52,000/- PA.**

Your date of joining will be on or before 8th Jan 2018.

The appointment letter will be given to you on successful submission of the following documents:

1. Educational certificates
2. Last employers Experience certificates
3. Last three months' salary slips
4. 2 passport size photographs
5. Id proof - photo and address proof.

Please acknowledge the mail as an acceptance and revert with your resignation acceptance copy and two references of your previous organisation through an email.



Suchi Khandelwal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Kind Regards

Suchi Khandelwal
Executive - HR



ARIHANT Capital Markets Ltd
6 Lad Colony, Y.N. Road
Indore-452001
India

033

B. +91. 0731. 4217100

D. +91. 0731. 4217176

F. +91. 0731. 4217199

W. www.arihantcapital.com

Arihant is Forbes Asia's '200 Best under a \$Billion' Company

India's 'Best Emerging Commodity Broker' 2011 (Financial Leadership Awards by UTV Bloomberg)

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Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions.

"SAVE PAPER - THINK BEFORE YOU PRINT!"

This e-mail is confidential. It may also be legally privileged. If you are not the addressee then kindly do not copy, forward, disclose or use any information in this email. If you have received this message in error, please delete it and all its copies from your system and notify the sender immediately by return e-mail. Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions.

Sanandi Sachdeva
Assistant Professor



Jaipuria Institute of Management
Block A, Gate No-2, Shakti Khand IV
Indrapuram, Ghaziabad-201014
(U.P.)
T: (+91)120-4550100
M: +91 9650109730
E: sanandi@jaipuria.edu.in



Sachdeva
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Ghaziabad

032

[Signature]
In-charge
Internal Quality Assurance Cell

OFFER LETTER

Dear Mr. Mayank Kumar Tiwari

71A, Ganesh Nagar, Extension-2, Shakarpur

New Delhi New Delhi

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
 Date of Joining : **08-Jan-2018**
 Functional Band : **Front Liner/Business Development**
 Department : **SALES**
 Division : **CSD**
 Salary : **As Per Annexure 'A'**
 Reporting Branch : **DELHI WEST**
 Location : **DELHI**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **DELHI WEST**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **08-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
Head-Human Resources



P. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

022



OFFER LETTER

Dear Miss. Neha Sinha
Flat No- B3, Plot No.35 Gk1 Indirapuram
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
Date of Joining : **12-Feb-2018**
Functional Band : **Front Liner/Business Development**
Department : **SALES**
Division : **CSD**
Salary : **As Per Annexure 'A'**
Reporting Branch : **GHAZIABAD**
Location : **GHAZIABAD**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **GHAZIABAD**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **12-Feb-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.


Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

023





February 1, 2018

Mr.Kushagra .

LETTER OF OFFER

Dear Kushagra,

It was a pleasure to meet you and we are delighted to offer you the position of **Management Trainee** with our organization. This position will be based out of **BF-New Delhi-Vikas Surya Mall**. The total cost to company will be Rs. **₹289399/- (Rupees Two lakh Eighty Nine Thousand Three Hundred Ninety Nine Only)**. A detailed breakup is attached along with this letter for your reference.

Your Date of Joining would be **February 1, 2018**.

Future Group nurtures leaders while rapidly imagining the next big retail story and realising it in tangible form day after day. We live by the words **SPEED** and **IMAGINATION** in everything we do. Together, our singular aim is to delight the customer and give them the best the world has to offer, at the best price.

We will soon send you a comprehensive email enlisting the documents for submission as well as your induction schedule. Additionally, your personal Relationship Manager will regularly connect with you to ensure that you seamlessly adjust into your new role. Please feel free to engage with them for any further support.

We look forward to having you on board.

For **Future Lifestyle Fashions Limited**

Yours Sincerely,
Navin Kumar Srivastava
Store Manager

Kushagra.

Kushagra Pandey



Navin Kumar Srivastava
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

OFFER LETTER

Dear Mr. Gauri Shaankar
Vasundhara,
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT
Date of Joining : 05-Feb-2018
Functional Band : Front Liner/Business Development
Department : SALES
Division : CSD
Salary : As Per Annexure 'A'
Reporting Branch : DELHI EAST
Location : DELHI

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be DELHI EAST. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on 05-Feb-2018 . Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes
Your Sincerely,
For Ceasefire Industries Private Limited.

Ashwani Kumar Chanour
Head-Human Resources



P. Neevesh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell

035



Ceasefire Industries Private Limited, Plot No.4, Second Floor, Sector-135 Noida - Greater Noida Expressway, Noida - 201 301 India
Tel : +91-120-7154114 | Fax: +91-120-7154115 | response@ceasefire.in | www.ceasefire.in | Toll Free : 1800-11-3473, 1800-160-7233 | SMS : Free to 53030
Registered Office : 602, "Doli Chambers", 6th Floor, Behind Strand Cinema, Colaba, Mumbai - 400 005 Tel: (022) 29854677 / 75 Fax: 022-66349063
[CIN No. U29193MH2002PTC135108]

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

Annexure - A

NAME : GAURI SHANKAR DESIGNATION : MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT
 DIVISION : CSD DOJ : 05-Feb-2018

Particulars		Amounts(Rs.)
Fixed Component		
Basic		17000
House Rent Allowance		4196
Sub Total A		21196
Reimbursement		
Sub Total B		0
Variable Component		
Qualitative Performance Reimbursement*		2678
Performance Linked Reimbursement**		7363
Sub Total B1		10041
Gratuity****		817
Statutory Bonus***		1416
Sub Total C		2233
Total Salary Package (A+B+B1+C)		33470
Total Salary Package Per Annum		401640

Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	23724	301680

Additional Perks

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.



Ashwani Kumar Chanour
 Head-Human Resources



P. K. Singh
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indrapuram, Ghaziabad

[Signature]
 In-charge
 Internal Quality Assurance Cell

034



November 20, 2017

Ms. Richa Mishra
H. No.217, New Delhi Apartment
Vasundhara Enclave Delhi-110096

Dear Richa,

Sub: Offer of Appointment

This has reference to your application and subsequent interview for a position at our office at Noida. We are pleased to appoint you as 'Business Development Executive' from November 20 2017. You would be paid a salary of Rs.18022/- (Rupees Eighteen Thousand & Twenty Two Only) per month. The break-up of the salary is as follows.

Basic -	Rs. 8500/-
HRA-	Rs. 3500/-
Conveyance Ali.-	Rs. 2100/-
Telephone Ali.-	Rs. 2000/-
Provident Fund -	
(Company Contribution)	Rs. 1157/-
ESI (Company Contribution)	Rs. 765/-
Total -	Rs. 18022/-

12% of your Basic salary & 1.75% of your gross salary & all allowances will be deducted as your contribution towards Provident Fund & ESI.

You would be on probation for a period of 6 months from the date of appointment. During the probation period the management reserves the right to terminate your services by giving 24 hours notice. Based on performance in your role you will be considered for an increase in salary annually. In case you want to leave the services of the company you have to give a notice of 15 days or salary in lieu.

You will be governed by the standard leave and other administrative rules of the company.

In case of any disputes the jurisdiction of the court of Delhi shall apply.

Please sign & return the enclosed copy of this letter as a token of your acceptance of this offer, along with your educational certificates, experience certificates and a certificate/payslip of last salary drawn.

Wishing you all the best and a bright career.

Sincerely yours

Internal Quality Assurance Cell
Japuria Institute of Management
Indrapuram, Ghaziabad

Received & Accepted

Richa Mishra
Internal Quality Assurance Cell

Niraj Deyar
(Director)



Director
JAPURIA INSTITUTE OF MANAGEMENT
Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad 201014

036

Registered Office:

4th Floor, Kings Mall, Sector-10, Rohini, New Delhi-110085 (INDIA)
Ph. : 011-66376000 • Fax : 011-66376060
E-mail: info@goldplusgroup.com • Website: www.goldplusgroup.com
CIN : U26109DL2005PLC143705

Date: 5th January, 2018

To,

Mr. Ankit Verma
17/26 A, Sec-3 Rajendra Nagar, Sahibabad,
Ghaziabad, UP
Mobile: 8373964043
Email: ankitverma2576@gmail.com

Dear Mr. Ankit,

Subject Letter of Appointment

With reference to your application and the interview you had with us, we have pleasure in offering you employment in Gold Plus Glass Industry Limited on the terms and conditions listed below and in the following pages

Designation : Management Trainee – Sales & Marketing
Place of Posting : Delhi

You will be entitled to benefits as per company policies in force from time to time.
You are required to report to Human Resource Department on 09.01.2018 which this offer will stand automatically withdrawn.

Please return duplicate copy of this letter and all the following pages duly signed confirming your acceptance.

We look forward to your joining our team for a long and successful association.

With Best Wishes,

For Gold Plus Glass Industry Limited

Pooja Thakur

Pooja Thakur

(Senior Executive-HR & Admin)



Pooja Thakur
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Ankit



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

037

Registered Office:
4th Floor, Kings Mall, Sector-10, Rohini, New Delhi-110085 (INDIA)
Ph: 011-66376000 • Fax: 011-66376060
E-mail: info@goldplusgroup.com • Website: www.goldplusgroup.com
CIN : U26109DL2005PLC143705

Date: 8th January, 2018

To,

Mr. Jitendra Singh
Plot NO-40 Gopal Nagar, Kanpur, UP.
Mobile : 9044333337
Email : jeetu8649@gmail.com

Dear Mr. Jitendra,

Subject Letter of Appointment

With reference to your application and the interview you had with us, we have pleasure in offering you employment in Gold Plus Glass Industry Limited on the terms and conditions listed below and in the following pages

Designation : Management Trainee – Sales & Marketing
Place of Posting : Delhi

You will be entitled to benefits as per company policies in force from time to time.
You are required to report to Human Resource Department on 09.01.2018 which this offer will stand automatically withdrawn.
Please return duplicate copy of this letter and all the following pages duly signed confirming your acceptance.

We look forward to your joining our term for a long and successful association.

With Best Wishes,

For Gold Plus Glass Industry Limited
Pooja Thakur
Pooja Thakur

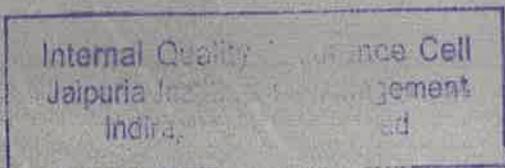
(Senior Executive-HR & Admin)



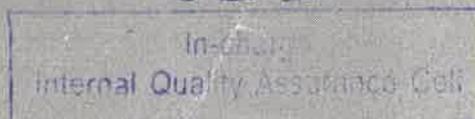
P. N. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Jitendra Singh



038



Date: 10th March 2018

Letter of Intent

Dear **Abhishek Nowal**,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Research Analyst	
Grade: O-3	Level: Senior Officer
Band: B-1	
Details Of Remuneration	Annual Amount (Rs.)
Basic (Includes Employee's PF Contribution)	120,000
HRA	48,000
Conveyance Allowance	19,200
Medical Reimbursement	15,000
Performance Allowance	30,000
Other Allowance	49,800
Gross Salary	282,000
Employer's Contribution for PF	14,400
Employer's Contribution for Health Insurance	1,000
Gratuity (As per Act)	5,760
CTC	303,160

- **CTC of Rs.1,53,885/- during initial period of 3 months from Date of Joining and thereafter the above mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000: duty recoverable in case of not completing the set tenure.
- The notice period applicable to you would be **1 Month**.

3. This appointment will be subject to you being found medically fit.

4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram

[Signature]
In-charge
Internal Quality Assurance Cell

[Signature]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



047

Date: 10th March 2018

Letter of Intent

Dear **Ankita Gupta,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED, Indore post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Research Analyst	
Grade: O-3	Level: Senior Officer
Band: B-1	
Details Of Remuneration	Annual Amount (Rs.)
Basic (Includes Employee's PF Contribution)	120,000
HRA	48,000
Conveyance Allowance	19,200
Medical Reimbursement	15,000
Performance Allowance	30,000
Other Allowance	49,800
Gross Salary	282,000
Employer's Contribution for PF	14,400
Employer's Contribution for Health Insurance	1,000
Gratuity (As per Act)	5,760
CTC	303,160

- **CTC of Rs.1,53,885/- during initial period of 3 months from Date of Joining and thereafter the above mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000: duly recoverable in case of not completing the set tenure.
- The notice period applicable to you would be **1 Month.**

3. This appointment will be subject to you being found medically fit.

4. This appointment stands valid subject to your provided information about yourself, work-ex Marks & qualifications.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Date: 10th March 2018

Letter of Intent

Dear **Gaurav Saini**,

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Research Analyst	
Grade: O-3	Level: Senior Officer
Band: B-1	
Details Of Remuneration	Annual Amount (Rs.)
Basic (Includes Employee's PF Contribution)	120,000
HRA	48,000
Conveyance Allowance	19,200
Medical Reimbursement	15,000
Performance Allowance	30,000
Other Allowance	49,800
Gross Salary	282,000
Employer's Contribution for PF	14,400
Employer's Contribution for Health Insurance	1,000
Gratuity (As per Act)	5,760
CTC	303,160

- **CTC of Rs.1,53,885/- during initial period of 3 months from Date of Joining and thereafter the above mentioned CTC will be applicable.**
 - Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000: duly recoverable in case of not completing the set tenure.
The notice period applicable to you would be **1 Month**.
- This appointment will be subject to you being found medically fit.
4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.

6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.

7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **13th March 2018**, henceforth, offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg
Head - HR
CapitalVia Global Research Limited

D. N. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell



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

HDFC Bank Ltd.

15-Jun-2018

Applicant No.52397528

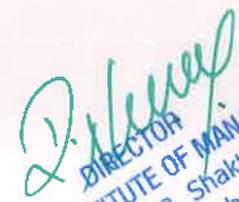
Name : Vishal Kumar		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : FARIDABAD		
Contact No : 8130826988		
	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	1500	18000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	25600	318000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Applicant No. 52397528

052

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.
Corporate Identity No.: L65920MH1994PLC080618

Personal & Confidential

15-Jun-2018

52397528

Vishal Kumar

FARIDABAD

Dear Vishal,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PERSONAL BANKER in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90000/- p.a.
Allowance	: Rs. 154080/- p.a.
Medical	: Rs. 15000/- p.a.
Conveyance	: Rs. 19200/- p.a.
Lunch Allowance	: Rs. 10920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be FARIDABAD. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Applicant No. 52397528

051

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

D. Khurshid
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

Applicant No. 52397528

059

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CPO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Internal Quality Assurance Cell
Jaipuria Inst. of Management
Indrapuram, Ghaziabad

Applicant No. 52397528

In-charge
Internal Quality Assurance Cell

049

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Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the receipt of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,
For HDFC BANK LIMITED,

(Digitally Signed by R Gandhi.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Digitally signed by HDFC BANK LTD -
HUMAN RESOURCES - R GANDHI
Date: 2018.06.15 17:50:47 +05:30

Applicant No. 52397528

048

5

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HDFC Bank Ltd.

13-Jun-2018

Applicant No.52398810

Name : Mansi Maheshwari		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : BALRAMPUR		
Contact No : 9532154400		
	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	833	10000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	24933	310000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell



Applicant No. 52398810

057

1

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Personal & Confidential

13-Jun-2018

52398810

Mansi Maheshwari

BALRAMPUR

Dear Mansi,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PERSONAL BANKER in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90000/- p.a.
Allowance	: Rs. 154080/- p.a.
Medical	: Rs. 15000/- p.a.
Conveyance	: Rs. 19200/- p.a.
Lunch Allowance	: Rs. 10920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be BALRAMPUR. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

Applicant No. 52398810

056

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell

Jaipuria Institute of Management

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

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Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 6 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Applicant No. 52398810

055

3

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e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CPO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

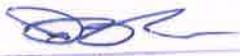
The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereon the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Applicant No. 52398810

4

054

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Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the receipt of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED,

(Digitally Signed by R Gandhi.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Digitally signed by HDFC BANK LTD -
HUMAN RESOURCES - R GANDHI
Date: 2018.06.13 20:19:30 +05:30

Applicant No. 52398810

053

5

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Haicheng vivo Mobile (INDIA) Pvt. Ltd.
 D-10, 2nd & 3rd Floor, Lajpat Nagar, Part-I,
 New Delhi - 110026
 CIN - U74140DL2014PTC27148
 Phone No.: 011-281194
 E-mail: haichengvivo@vivoglobal.com
 www.vivoglobal.com

Date: 20-06-2018

Mr. SUJIT KUMAR PARIRA

OFFER LETTER

Dear SUJIT

With reference to your interview and subsequent discussions, we are pleased to offer you the position of **Management Trainee North Delhi** in Haicheng vivo Mobile (INDIA) Pvt. Ltd. on the terms and conditions mutually discussed and agreed upon.

Your date of commencement of Employment will be **20-06-2018**, after that this offer will be considered as null and void.

Your in hand salary will be **17,000 /-** per month (subject to income tax deduction).

On the day of your joining you are required to submit below mentioned documents:

- Signed copy of offer letter
- All certificates and mark sheets of your qualification.
- Offer/appointment letter/2 months salary slip from previous company.
- Address/ID proof (Voter ID, DL, PAN card, Aadhar card, Passport).
- 04 passport size photographs.
- Bank Account details cancelled cheque.

It is considered that the information provided by you at the time of interview/discussions and in your resume copy submitted with us, are true and subject to background verification and subsequent measures (As per company policy), appropriate action will be taken, if found mismatched or untrue.

You will be on probation for a period of six month from the date of joining and your probation period may be extended, at the sole discretion of the management. During the probation period company can terminate your services by giving 7 days advance notice. If you did anything wrong against company rules/ regulation & policies. Then you are liable to pay fine based on actual damage occurred.

Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you after 1 month on your joining.

Please sign duplicate copy of this offer letter as token of your acceptance of the above terms and conditions. We are wishing you a successful and long association with HAICHENG vivo MOBILE (INDIA) PVT.LTD.

For Haicheng vivo Mobile (INDIA) Pvt. Ltd.



Q. Khurshid
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No 2, Indrapuram, Ghaziabad
 201004

Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indrapuram, Ghaziabad

In-charge:
 Internal Quality Assurance Cell



Vani Mounica Athkuri 3/21/2018

to me. UDG_HR_TEAM, Krishnam



Dear Ambikesh Pandey,

As discussed, please find the below formal offer letter details.

Name	: Ambikesh Pandey
Location	: Hyderabad
Designation	: Support Executive
Reporting to	: Shiva Podishetti
Department	: Support
Company	: Udyog Software (India) Ltd
Date of Joining	: 26-3-2018
CTC offered	: 1,80,000/-

Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indirapuram, Ghaziabad

We will share offer letter on joining date.

Please revert back with your confirmation.

Regards

Vani Mounica

HR Recruiter

Work: +040-66036596(extension-307)

Email: vmathkuri.x@adaequare.com |

Linked in: www.linkedin.com/in/vani-mounica-athkuri |

In-charge
 Internal Quality Assurance Cell

D. K. Singh
 DIRECTOR
 JAI PURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indirapuram, Ghaziabad-201014



 **ADAEQUARE**

Concerted Creative Committed

HDFC Bank Ltd.

15-Jun-2018

Applicant No.52398416

Name : Chitransh Verma		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : MEERUT		
Contact No : 9758123516		
	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	1000	12000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	25100	312000

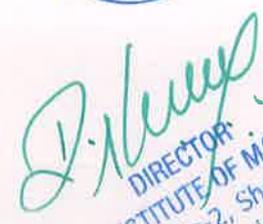
Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell




DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Applicant No. 52398416

069

1

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Personal & Confidential

15-Jun-2018

52398416

Chitransh Verma

MEERUT

Dear Chitransh,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PERSONAL BANKER in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90000/- p.a.
Allowance	: Rs. 154080/- p.a.
Medical	: Rs. 15000/- p.a.
Conveyance	: Rs. 19200/- p.a.
Lunch Allowance	: Rs. 10920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Location:

Your initial place of posting will be MEERUT. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Applicant No. 52398416

061

In-charge
Internal Quality Assurance Cell 2

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Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

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b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

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Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Applicant No. 52398416

060

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e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CPO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Applicant No. 52398416


In-charge
Internal Quality Assurance Cell

059

www.hdfcbank.com



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

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the receipt of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED,

(Digitally Signed by R Gandhi.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

R Gandhi
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

R Gandhi
In-charge
Internal Quality Assurance Cell



Digitally signed by HDFC BANK LTD -
HUMAN RESOURCES - R GANDHI
Date: 2018.06.15 17:53:12 +05:30

Applicant No. 52398416

058

www.hdfcbank.com

OFFER LETTER

Dear Mr. Amardeep Kumar

533 Second Floor Niti Khand 3, Indrapuram
Ghaziabad Uttar Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **MANAGEMENT TRAINEE - BUSINESS DEVELOPMENT**
 Date of Joining : **02-Jan-2018**
 Functional Band : **Front Liner/Business Development**
 Department : **SALES**
 Division : **CSD**
 Salary : **As Per Annexure 'A'**
 Reporting Branch : **NOIDA**
 Location : **Noida**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **NOIDA**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **02-Jan-2018**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company, the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.


Ashwani Kumar Chanour
Head-Human Resources

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

067



D. Neevy
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014





Letter of Offer

Strictly Private and Confidential

17-Feb-2018

Ms. Ayushi Varshney,
8 /148, Mitra Nagar, Near Adarsh Vidhya, Mandir School, Aligarh-202001.

Dear Ayushi Varshney,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Management Trainee - Premia** at **Management Trainee** grade based at **Gurgaon**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs.3,00,000.00/- p.a. (Rupees Three Lakhs only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **21-Feb-2018**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

India Infoline Limited (Formerly "India Infoline Distribution Company Limited") Classification: Class B

Corporate Identify Number: **U99999MH1996PLC132983**

Corporate Office: IIFL Centre, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai – 400013 Tel: (91-22) 4249 9000/4060 9000
Fax: (91-22) 4060 9049

Regd. Office: 143, MGR Road, Perungudi, Chennai, Tamil Nadu – 600 096 Tel: (91-44) 4398 2500 Fax: (91-44) 4380 4002

E-mail: mail@indiainfoline.com Website: www.indiainfoline.com

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

065

In-charge
Internal Quality Assurance Cell



We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

For, IIFL

A. Mathur

Anand Mathur

President-HR

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

Ms. Ayushi Varshney

Date: 17-Feb-2018

A. Mathur
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

A. Mathur
In-charge
Internal Quality Assurance Cell

ANNEXURE A

064

India Infoline Limited (Formerly "India Infoline Distribution Company Limited") Classification: Class B

Corporate Identify Number: **U99999MH1996PLC132983**

Corporate Office: IIFL Centre, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai – 400013 Tel: (91-22) 4249 9000/4060 9000

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Regd. Office: 143, MGR Road, Perungudi, Chennai, Tamil Nadu – 600 096 Tel: (91-44) 4398 2500 Fax: (91-44) 4380 4002

E-mail: mail@indiainfoline.com Website: www.indiainfoline.com



Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)

P. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

063



TCI/HRD/139302/2018
 Mr. Shivendra Singh Bisen,
 S/o Mr. Omparkash,
 14/666, Vasundhara Ghaziabad,
 Ph. No. +91 8953612110.



Subject: Letter of Appointment

Dear Shivendra,

With reference to your candidature and subsequent interview you had with us, we are pleased to confirm your appointment as **Officer - Logistics** as per mutually agreed terms and conditions effective from **12th June, 2018**

1. Your place of posting will be at our our **Logistics Bangalore Regional Office (LSRO) Bangalore**. You will be reporting to **Mr.Ramesh Jallundra,Regional Manager,Logistics South Regional Office**.
2. You will be paid a basic salary **RS. 11,550 (Rupees Eleven Thousand Five Hundred Fifty only)** per month.
3. In addition to your basic salary you will be eligible for the following
 - I. Equivalent to 50% of your basic salary or actual rent paid, whichever is less as House Rent Allowance in the event of you staying in rental accommodation subject submission of House Rent Declaration.
 - II. You will be eligible for perks and allowances as per company policy applicable to your category from time to time.
 - III. You will be covered under Employees Provident Fund and Misc. Prov. Act. 1952 and Scheme there under.
 - IV. You will be eligible for Gratuity as per pension of Payment of Gratuity Act.
 - V. You shall be covered under the Company's Group Personal Accident Insurance Policy on submission of declaration form which will be effective after one month from the date of joining.
 - VI. You will be covered under Mediclaim Insurance, as the case may be, subject to submission of necessary declaration.
 - VII. You will be eligible for Earned Leave, Casual leave, Medical Leave and family care leave as per Company rules applicable to your category from time to time.
4. During the course of employment you shall not take up any other employment or assignment elsewhere and shall devote your time and endeavor to sincerely and diligently discharge duties entrusted you.
5. Your services are transferable to any other office in India or abroad or to any of our associate/subsidiary companies in any of the country where we have our interests and you will abide by the terms and norms of the establishment to which you are transferred

Internal Quality Assurance Cell
 Indrapuram, Ghaziabad

Shivendra Singh Bisen
 Shivendra Singh Bisen
 Cont.....

Pramod Kumar Jain
 Pramod Kumar Jain



P. K. Jain
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indrapuram, Ghaziabad-201014

In-charge
 Internal Quality Assurance Cell

Transport Corporation of India Limited

Corporate Office : TCI House, 69, Institutional Area, Sector-32, Gurugram -122001, Haryana (India)
 Ph. No.: +91 124-2381603, Fax: +91 124-2381611 E-mail : corporate@tci.com Web : www.tci.com

Regd. Office:- Flat Nos, 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad -500 003 (Telangana)

Tel: +91 40 27840104 Fax: +91 40 27840163

CIN : L70109TG1995PLC019116



KENT RO SYSTEMS LTD.

E - 6, 7 & 8, Sector-59, Noida-201 309, U.P., India
Ph. : +91-120-3075000
E-mail : sales@kent.co.in Website : www.kent.co.in

Date: 27.12.2017
Ref. No: HR/8103

Mr. HIMANSHU NAUTIYAL
VILL - GANGOTRI VIHAR,
KANIYA, RAMNAGAR,
NAINITAL - 263001

Mobile No: 8800230571

OFFER LETTER

Dear Mr. HIMANSHU NAUTIYAL

With reference to your resume dated 27.12.2017 and the subsequent interview you had with us on 27.12.2017, we are pleased to offer you the position of **MANAGEMENT TRAINEE, CHANNEL SALES RO** in Grade E02 on a monthly gross salary of Rs 30000 (Rs Thirty Thousand Only). You will also be entitled for PF, Bonus, Gratuity, Group Medi-claim, Group Personal Accident Insurance and Group Life Insurance benefits. You are required to join your duties on 05.02.2018 sharp 9:00 am at E 6,7 & 8 SECTOR 59 Noida and further posting at DELHI.

Personal Resume submitted by you during Interview is the main document available with us at the time of releasing the Offer Letter. This will be subjected to verification by third party after you join KENT RO Systems Ltd. However, if you feel any deviation in the information provided in the resume or during interview, you should immediately notify the same to Corporate HR before accepting the Offer. Further, if any major deviation is found by the third party in your employment record or qualification, your services will be immediately terminated without any notice period or severance pay.

Further, please bring the following documents on the day of joining failing which your date of joining will be delayed. If you fail to provide any one of the following documents it may delay in issuing of your appointment letter.

1. Aadhar Card (Details should match with PAN Card).
2. PAN card.
3. Copy of relieving letter or resignation duly accepted by previous employer.
4. Address proof (Passport or Voter ID or Driving Licence).
5. One cancelled Cheque of your own saving bank account with your name printed on it as given on PAN and Aadhar card.
6. Four recent coloured passport size photographs.
7. Two Postcard size photograph along with dependent family members in case your gross salary is equal or less than Rs 21000 pm.
8. Last salary slip.
9. Self-attested photocopy each of educational qualifications.

As per company policy, you will also be registered under PF Act. Therefore please bring your Universal Account Number (UAN). If you do not have UAN you could be registered for UAN provided you submit PAN & Aadhar details. If you do not have any of these two cards, please apply for obtaining the same & bring documentary proof of the application submitted. Please also bring original qualifications certificates to verify your self certified copies of qualifications' certificates.

We wish you all the best and hope to have long lasting relationship with us.

For KENT RO Systems Ltd.

(Authorised Signatory)

In-charge
Internal Quality Assurance Cell

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P. Nautiyal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad 201014
Offer Accepted
Hemraj
(Signature of Candidate)

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad



10 April, 2018

Kanishk S
Hno 60 mustafabad,
tehsil chandpur,
dist bijnore UP,
246734

Dear *Kanishk*,

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Client Relationship Partner : Acquisition and Product Cross Sell Management** in YES BANK at Noida. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation

Your Gross Annual Total Cost-to-Company will be ₹ 300000.00 (Rupees Three Lakh Only), paid on the last day of each month. The Break-up of your compensation is attached as Annexure I & II.

Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a performance based Bonus/Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the Bank.

Your salary is confidential and should be discussed only with your Functional Head and Human Capital Management Department.

Internal Quality Assurance Cell
Jajpur, Bhubaneswar, Odisha
Indraprastha, Ghaziabad

Page 1 of 11

In-charge
Internal Quality Assurance Cell

D. N. Singh
DIRECTOR
JAI PRAKASH INSTITUTE OF MANAGEMENT
Block-K5, Gate No-2, Shakti Khand-IV
Indraprastha, Ghaziabad-201014



MANCER™
— The Mindware Specialist —

Dated: 8th December 2017

Deepanshi Shukla
120/514 Shivaji Nagar,
Kanpur - 208005

Mob: +91 9140030329/+91 7388522642

E-Mail: shukladeepanshi3@gmail.com

Subject: Offer for Appointment

Dear Deepanshi,

Further to your application for job and subsequent interviews with us, we are pleased to extend our intent of appointing you as '**Management Trainee**'. Your initial location of posting would be at our Gurugram office. We would like you to join us on **8th January 2018**.

Kindly sign the duplicate copy of this letter to signify your acceptance of the offer. I welcome you to our organization and wish you a successful career with us.

Yours sincerely

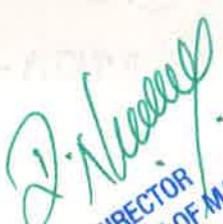
For **Mancer Consulting Services Pvt. Ltd**

Satya D Sinha
[CEO]

[Deepanshi Shukla]

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



072



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— The Mindware Specialist —

Gross Salary

Gross Salary	Per Month	Per Annum
Basic	9,000.00	108,000.00
HRA	4,500.00	54,000.00
Conveyance Allowances	1,600.00	19,200.00
Medical Reimbursement*	1,250.00	15,000.00
PF Employer Contribution**	1,330.00	15,960.00
ESIC Employer Contribution***	855.00	10,260.00
Special Allowances	1,650.00	19,800.00
Gratuity		5,192.00
Total Fixed	20,185.00	247,412.00
Variable		
Annual Bonus		34,000.00
Grand Total		2,81,412.00

1. **Deduction**

Income Tax, Professional Tax, ESIC & PF will be deducted as per statutory Laws if applicable.

2. **PF****: Total PF will be deducted Rs. 2,410.00 from your gross monthly salary (Employer's Contribution + Employee's Contributions)

3. **ESIC*****: Total ESIC will be deducted Rs. 1,226.00 from your gross monthly salary (Employer's Contribution + Employee's Contributions)

4. **Reimbursements*** are non-taxable subject to submission of bills. The bills of a particular month should be submitted before the salary of that month is credited to your account.

5. **Office Timing**

- Monday to Friday 9.30 A.M. to 6.30 P.M (may vary as per project requirement)
- Saturday 9.30 A.M. To 5.00 P.M. (2nd, 4th and 5th Saturdays of every month will be weekly offs) (may vary as per project requirement)

6. **Holidays / Leaves / Incentive**

As per company policy

7. **Documents Required on Joining**

- All Educations Certificates
- 7 Nos. Passport Size Photographs
- Experience Certificate
- Relieving Letter
- Salary Slip & Salary Certificate
- Pan Card Photo Copy
- Bank A/c No:
- Passport Photo Copy/Driving Licenses

D. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell



Incentive Scheme

ANNUAL BONUS:

- Eligibility on achievement of 100% of the **ANNUAL TARGET****.

PERFORMANCE INCENTIVE:

Is calculated as per the following Plans:

- 15% (Fifteen Percent) of the **REVENUE*** generated by you in Quarter 1 over and above the achievement of 100% of the **ANNUAL TARGET****.
- 17% (Seventeen Percent) of the **REVENUE*** generated if it is equivalent or more than the Quarterly Target, in the Quarter consecutive to the Quarter when the Annual Target is achieved. Likewise 19% (Nineteen Percent) of the **REVENUE*** generated by you in the 3rd Quarter & 21% (Twenty One Percent) of the **REVENUE*** generated by you in the 4th Quarter if it is equivalent or more than the Quarterly Target. Or otherwise the incentive percentage drawn in the last quarter will be applicable.
- 17% of the **REVENUE*** generated in the 4th Quarter only if the Quarterly targets have been consistently achieved in 1st, 2nd, 3rd and 4th Quarters & the total **REVENUE*** generated in the complete year is equivalent or more than 200% of the **ANNUAL TARGET****

PERFORMANCE BONUS:

If you achieve more than twice your annual target, you get 4 times of your monthly gross salary as performance bonus.

VIC (Variable Incentive Component):

If you achieve 4 times your annual target, you get additional incentive of 5% of revenue generated by you.

Notes:

- * **REVENUE** – Total amount received from clients for placements done by you. Service Tax and TDS will not be taken into account for the purpose.
- * **ANNUAL TARGET** – You are required to generate minimum revenue of [Annual Salary * 6] annually.

Eligibility of Incentive only over and above achievement of 100% of the **ANNUAL TARGET**

- The extra percentage of incentive is only applicable from the quarter consecutive to the quarter in which the **ANNUAL TARGET** is achieved.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

- Incentive is calculated and disbursed on a Quarterly basis as per the following plan
 - 1st Quarter- (Apr-June) - Incentive will be disbursed with the salary of September
 - 2nd Quarter-(July-Sep) - Incentive will be disbursed with the salary of December
 - 3rd Quarter-(Oct- Dec) - Incentive will be disbursed with the salary of March
 - 4th Quarter - (Jan-March) - Incentive will be disbursed with the salary of June

D. Naveen
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell



Dated: 8th December 2017

Ankit Singh

H.No 10F Rasoolpur Indranagar (South)
Post- New Shivpuri Colony Gorakhpur (Uttar Pradesh)

Mob: +91 7607738510

E-Mail: singh.ankit1606@gmail.com

Subject: Offer for Appointment

Dear Ankit,

Further to your application for job and subsequent interviews with us, we are pleased to extend our intent of appointing you as '**Management Trainee**'. Your initial location of posting would be at our Gurugram office. We would like you to join us on **8th January 2018**.

Kindly sign the duplicate copy of this letter to signify your acceptance of the offer. I welcome you to our organization and wish you a successful career with us.

Yours sincerely

For **Mancer Consulting Services Pvt. Ltd**

Satya D Sinha
[CEO]

[Ankit Singh]

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014





MANCER™
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Gross Salary

Gross Salary	Per Month	Per Annum
Basic	9,000.00	108,000.00
HRA	4,500.00	54,000.00
Conveyance Allowances	1,600.00	19,200.00
Medical Reimbursement*	1,250.00	15,000.00
PF Employer Contribution**	1,330.00	15,960.00
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Special Allowances	1,650.00	19,800.00
Gratuity		5,192.00
Total Fixed	20,185.00	247,412.00
Variable		
Annual Bonus		34,000.00
Grand Total		2,81,412.00

1. **Deduction**

Income Tax, Professional Tax, ESIC & PF will be deducted as per statutory Laws if applicable.

2. **PF****: Total PF will be deducted Rs. 2,410.00 from your gross monthly salary (Employer's Contribution + Employee's Contributions)

3. **ESIC*****: Total ESIC will be deducted Rs. 1,226.00 from your gross monthly salary (Employer's Contribution + Employee's Contributions)

4. **Reimbursements*** are non-taxable subject to submission of bills. The bills of a particular month should be submitted before the salary of that month is credited to your account.

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6. **Holidays / Leaves / Incentive**

As per company policy

7. **Documents Required on Joining**

- All Educations Certificates
- 7 Nos. Passport Size Photographs
- Experience Certificate
- Relieving Letter
- Salary Slip & Salary Certificate
- Pan Card Photo Copy
- Bank A/c No:
- Passport Photo Copy/Driving Licenses



D. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

075

[Signature]
In-charge
Internal Quality Assurance Cell



Incentive Scheme

ANNUAL BONUS:

- Eligibility on achievement of 100% of the **ANNUAL TARGET****.

PERFORMANCE INCENTIVE:

Is calculated as per the following Plans:

- 15% (Fifteen Percent) of the **REVENUE*** generated by you in Quarter 1 over and above the achievement of 100% of the **ANNUAL TARGET****.
- 17% (Seventeen Percent) of the **REVENUE*** generated if it is equivalent or more than the Quarterly Target, in the Quarter consecutive to the Quarter when the Annual Target is achieved. Likewise 19% (Nineteen Percent) of the **REVENUE*** generated by you in the 3rd Quarter & 21% (Twenty One Percent) of the **REVENUE*** generated by you in the 4th Quarter if it is equivalent or more than the Quarterly Target. Or otherwise the incentive percentage drawn in the last quarter will be applicable.
- 17% of the **REVENUE*** generated in the 4th Quarter only if the Quarterly targets have been consistently achieved in 1st, 2nd, 3rd and 4th Quarters & the total **REVENUE*** generated in the complete year is equivalent or more than 200% of the **ANNUAL TARGET****.

PERFORMANCE BONUS:

If you achieve more than twice your annual target, you get 4 times of your monthly gross salary as performance bonus.

VIC (Variable Incentive Component):

If you achieve 4 times your annual target, you get additional incentive of 5% of revenue generated by you.

Notes:

- * **REVENUE** – Total amount received from clients for placements done by you. Service Tax and TDS will not be taken into account for the purpose.
- ** **ANNUAL TARGET** – You are required to generate minimum revenue of [Annual salary * 6] annually.
- Eligibility of Incentive only over and above achievement of 100% of the **ANNUAL TARGET**
- The extra percentage of incentive is only applicable from the quarter consecutive to the quarter in which the **ANNUAL TARGET** is achieved.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

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In-charge
Internal Quality Assurance Cell



D. K. Verma
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand, Indrapuram, Ghaziabad-201014

- Incentive is calculated and disbursed on a Quarterly basis as per the following plan

- 1st Quarter- (Apr-June) - Incentive will be disbursed with the salary of September
- 2nd Quarter-(July-Sep) - Incentive will be disbursed with the salary of December
- 3rd Quarter-(Oct- Dec) - Incentive will be disbursed with the salary, of March
- 4th Quarter – (Jan-March) - Incentive will be disbursed with the salary of June

20/10/2014

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

----- Forwarded message -----

From: "Keshav Kapoor" <Keshav.Kapoor1@aexp.com>

Date: Dec 11, 2017 1:45 PM

Subject: American Express Offer

To: "nk4designer@gmail.com" <nk4designer@gmail.com>

Cc: "Amreen Khan" <Amreen.Khan2@aexp.com>

Dear Nupur,

With reference to your application for a suitable position and your subsequent discussions with American Express, we are pleased to offer you the role of **Assistant Relationship Manager** at **Band 28** based out of Gurgaon.

Please find attached the annual compensation details for the same.

Request you to send us your acceptance via return mail.

S No.	Components	Amex Structure
	Base Salary (indicative)	288,000
1	Basic Salary 40% of Base Salary	115200
2	Special Allowance	72000
3	House Rent Allowance (50% of Basic Salary)	57600
4	Transport Allowance	19200
5	Leave Travel Allowance	12000
6	Meal Allowance	12000
Total Base Pay		288000
7	Incentive	110000
Total Cash = (Base Salary + Variable Pay)		398000
8	Domiciliary Medical	15000
Other Allowance		15000
9	Provident Fund	13824
10	Gratuity	5541
Retiral Benefits		19365
Total Compensation = (Total Cash+Other Allowances+Retiral Benefits+ Domiciliary Medical)		432365

You are required to join your duties at **American Express**, latest by **5th January, 2018** failing which this offer will become null and void, unless the date of joining given above is extended, in writing, by an authorized officer of the company.

Documents required on your date of joining:

- Copies of 10th and 12th Pass Certificate
- Copies of Graduation/Post Graduation/Additional Qualification Certificates
- Copy of Resignation Acceptance/Relieving letter from Last employer
- 4 Colour passport size photographs
- 2 Colour postcard size photographs
- Last Pay Slip drawn or Form 16 from last employer
- Copy of Passport (or any other Identity proof with address, eg- Driving License, Voter ID card)
- Copy of PAN card



S. Nupur
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Note: It is mandatory to bring all forms and documents as listed above on your date of joining

You will receive some links to be filled for purposes of background verification. Kindly ensure all details be filled accurately on this to ensure a smooth background verification, which is mandatory.

Look forward to meeting you soon.

Regards,
Keshav Kapoor
Global Talent Acquisition Team
American Express

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

S. Nupur
In-charge
Internal Quality Assurance Cell

American Express made the following annotations

Internal Quality Assurance Cell In-charge



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

HDFC Bank Ltd.

13-Jun-2018

Applicant No.52395125

Name : AVINASH SINGH		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : MANDI DABWALI		
Contact No : 9721224212		
	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	833	10000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	24933	310000

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Applicant No. 52395125


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

Personal & Confidential

13-Jun-2018

52395125

AVINASH SINGH

MANDI DABWALI

Dear AVINASH,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PB-SERVICE in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90000/- p.a.
Allowance	: Rs. 154080/- p.a.
Medical	: Rs. 15000/- p.a.
Conveyance	: Rs. 19200/- p.a.
Lunch Allowance	: Rs. 10920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram

Location:
Your initial place of posting will be MANDI DABWALI. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

Applicant No. 52395125

In-charge
Internal Quality Assurance Cell

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Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

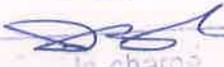
b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Applicant No. 52395125


In-charge
Internal Quality Assurance Cell

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CPO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.

b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.

c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/ Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Applicant No. 52395125

In-charge
Internal Quality Assurance Cell

087

4



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

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the receipt of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED,

(Digitally Signed by R Gandhi.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014


JAIPURIA INSTITUTE OF MANAGEMENT
Gate No. 2,
Shakti Khand-IV
Indrapuram,
Ghaziabad
201014

Digitally signed by HDFC BANK LTD -
HUMAN RESOURCES - R GANDHI
Date: 2018.06.13 20:11:42 +05:30

Applicant No. 52395125

086

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www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618

Village-Tayatpur, Post-Balipur,
Bareilly, U.P-243123

t:eam
COMPUTERS

www.teamcomputers.com

Team Computers Pvt. Ltd.
1 Mohammadpur
New Delhi - 110066, India

T +91 11 4200 4200
F +91 11 4200 4206

CIN U74899DL1987PTC028384

14th Dec 2017,

Subject: Offer Letter

Dear Vikas,

This has reference to your application and subsequent interview with us. We are pleased to offer you an opportunity of **Management Trainee – Contribution/Execution at Band T1** with the initial posting at **Delhi**. The terms and conditions have already been discussed during the interview.

You are requested to report at 8:30 AM **on or before 11th January 2018**. The Formal Appointment Letter shall be given to you on joining. The address of the same is as under -

TEAM COMPUTERS PVT LTD.

**No. 1 Mohammadpur,
Bhikaji Kama Place,
New Delhi - 110066**

D. Khand-IV
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



The Formal Appointment Letter shall be given to you on joining. At the time of joining, please bring with you:

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

1. Five copies of your latest Passport size Photographs.
2. Your certificates, testimonials etc. (in original with one photocopy in support of your qualifications and experience.
3. Passport is mandatory.
4. Last Salary Certificate, if applicable.
5. Name and Contact Number of the last two employers, if applicable.
6. Residence & Identity proof required in Bank account opening process as per RBI guidelines.

[Signature]
In-charge
Internal Quality Assurance Cell

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This is a computerized generated offer letter and does not require any signature.



Explanation of Compensation Components	
Components	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. House Rent Allowance	Maximum up to 50% of Basic Salary per annum. To be used for house rent. Tax exemption subject to submission of House Rent receipt.
3. Conveyance	Exempt to the extent of INR. 800 per month
4. Flexi Benefits Plan (FBP)	The FBP allows members to choose a benefit basket that suits their needs. For certain elements, members may avail of tax exemptions as per prevailing tax laws. The elements are listed below
(a) Food Coupons (Sodexo)	INR 50 per meal per day.
(b) Fuel and vehicle maintenance	Maximum INR 36,000/- per annum. To be used for fuel and maintenance expenses of 4-wheeler. Subject to submission of bills on a quarterly basis.
(c) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of Economy class airfare /Ist Class AC Train Fare twice during a 4 year period as per Income tax rules. Eligibility is twice the Basic Salary & subject to submission of Travel Tickets.
(d) Medical	INR 15,000 per annum. To be used for medical expenses & subject to submission of Medical bills on a quarterly basis.
(e) Reimbursement	Is a taxable amount, if applicable.
(f) Relocation Allowance	Is a taxable amount, if applicable.
(g) Retention Bonus	Is a taxable amount, when applicable shall be disbursed after completing successful 6 months from the Date of Joining.
(h) Role Allowance	Is a taxable amount, if applicable.
(i) Site Allowance	Is a taxable amount, if applicable.
5. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	Maximum contribution up to INR 21600 only
(b) ESIC	Until your monthly wages are up to INR 15,000/- p.m. or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
(c) Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the TEAM Employees Gratuity Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Ten lakhs rupees (INR 1,000,000).
(d) Statutory Bonus	As per statutory Bonus act.
(e) Health & PA Insurance	Individual Health Insurance cover of Rs.2,00,000 & Accident Insurance Cover of Rs. 5,00,000.
6. Annual Remuneration	Basic Salary + HRA + Conveyance + FBP + Retirals + Sales Incentive (As per Sales Incentive Scheme details).

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakri Khand IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

ANNEXURE		
Name	Vikas Babu	
Designation	Management Trainee	
Band	T1	
SBU	INS	
Location	Delhi	
Particulars	Monthly Components IN INR	Yearly Components IN INR
PART A - Salary		
BASIC (40% of Gross CTC)	15,200	182,400
HRA (50% of BASIC)		0
Transport Allowance (Fixed)	1,600	19,200
Flexi Benefits Plan (FBP)	5,200	62,400
Bonus	2,000	24,000
Gross Salary	24,000	288,000
PART B - Deductions		
Employee's Contribution to PF		0
Employee's Contribution to ESIC		0
Total Contributions		0
Take Home	24,000	288,000
PART C - Benefits		
Employer's Contribution to PF		0
Employer's Contribution to ESIC		0
Gratuity	731	8,772
Health & Personal Accidental Insurance	500	6,000
Total Benefits	1,231	14,772
PART D - Incentive		
Sales Incentive (approx)	12600	151200
Total Incentive	12600	151,200
Cost to Company (A+C+D)	37,831	453,972
** Sales Incentives are calculated as per 21X productivity & will be paid quarterly based on the defined target achievement and as per the scheme.		
*** PF, ESIC, Gratuity, Bonus, PT & TDS are applicable as per respective acts.		
Other Benefits		
1. Mobile Connection - A corporate connection shall be provided with the defined limit & it shall be increased or decreased based on the usage & business need.		
2. Individual Health Insurance cover of Rs.2,00,000 & Accident Insurance Cover of Rs. 10,00,000.		
3. Gratuity Insurance cover as on date Rs .307020		
4. FBP: Please refer enclosed explanation of Compensation Components.		
5. Conveyance reimbursement as per actuals and company policy in force.		

*TDS/PT as applicable

*** This amount is calculated as per the average % of the product mix (e.g networking, server, storage & security, cloud, mobility, Apple etc) . Incentive % will vary as per the attached scheme. (refer "Incentive Scheme" tab)

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

[Signature]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



032



INTEROCEAN SHIPPING (INDIA) PVT. LTD.

www.interocean.in

Ref. Del/Hrd/ofr.Ltr./0412/17-18

4th December, 2017

Mr. Himanshu Verma
H. No. 1128, Ganga Bux Purwa,
Bilgram Road,
Near Yash Flour Mills,
Hardoi,
Uttar Pradesh

LETTER OF INTENT

Dear Mr. Verma,

This has reference to your application for employment, subsequent discussions we had and interest shown by you. We are pleased to offer you an employment as "Executive Trainee (Shipping)" in "Agency Division" at our Delhi Office.

The offer is subject to following conditions:

- (a) Accuracy of testimonials and information provided by you and your being free from any contractual or legal restrictions preventing you from accepting this offer or joining the employment of the Company on a mutually acceptable date.
- (b) Successful background and reference check.

If any of the above conditions are not fulfilled, this Letter of Intent (LOI) as well as the appointment letter/ employment agreement shall be liable to be terminated.

The details of the offer are highlighted below:-

You will be on probation for a period of **One Year** commencing from your joining date which may be extended at the sole discretion of the Company.

As discussed, you will be required to sign an Agreement of Service to serve the company for **4 years** which will be inclusive of your probation period.

Your employment will be in accordance with the rules & regulations and policies of the Company as also in compliance with the Employment Laws.

Internal Quality Assurance Cell
Jaipuria Institute of Management

Indirapuram, Ghaziabad

Postal Address: Post Box 3539, New Delhi 110024

Tel : +91 11 41551166 Fax : +91 11 41551177 CIN U74899DL1974PTC007267

(In-charge)
Internal Quality Assurance Cell

BRANCHES : Bhavnagar, Chennai, Gangavaram, Goa, Haldia, J.N.P.T., Jamnagar, Kakinada, Kandla, Karaikal, Kochi, Kolkata, Krishnapatnam, Mumbai, Mundra, New Mangalore, Paradip, Surat, Tuticorin, Vadinar, Visakhapatnam



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:2:

4. You will be required to submit the following documents for our records:

- 2 colored passport size photographs.
- Certificate in support of your date of birth.
- Certificate in support of your educational qualifications along with all semester mark sheet (10th & above).
- Certificate in support of all previous experience (if applicable).
- Relieving Certificates from the last employer (if applicable)
- Salary certificates (3 months) from the last employer (if applicable).
- One copy of your permanent residence proof (Ration card, Voter ID-card etc.)
- Copy of Pan card
- Copy of Passport
- Copy of Aadhaar Card

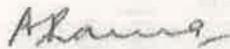
We look forward to working with you to deliver unparalleled value to our customers/clients. An Appointment Letter enumerating details of salary and benefits along with other terms and conditions will be given to you once you join the Organization.

You are required to confirm acceptance of this offer in writing within 2 days from receipt of this letter of intent failing which the offer will stand automatically withdrawn.

Please note that all contents, terms and conditions of this LOI are strictly confidential and shall not be disclosed by you to any person whatsoever without the prior authorized specific written consent of the Company irrespective of your accepting or not accepting this Offer/LOI.

Thanking you,

For Interocean Shipping (India) Pvt. Ltd.



Lt. Col. (Retd.) Anil Raina
Authorized Signatory

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Ananshi
Received
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



In-charge
Internal Quality Assurance Cell



INTEROCEAN SHIPPING (INDIA) PVT. LTD.

www.interocean.in

Ref. Del/Hrd/ofr.Ltr./2211/17-18

22nd November, 2017

Mr. Vishal Dwivedi
M - 43, Sector D 1,
L.D.A. Colony,
Kanpur Road,
Lucknow

LETTER OF INTENT

Dear Mr. Dwivedi,

This has reference to your application for employment, subsequent discussions we had and interest shown by you. We are pleased to offer you an employment as "Executive Trainee (Shipping)" in "Agency Division" at our Delhi Office.

The offer is subject to following conditions:

- (a) Accuracy of testimonials and information provided by you and your being free from any contractual or legal restrictions preventing you from accepting this offer or joining the employment of the Company on a mutually acceptable date.
- (b) Successful background and reference check.

If any of the above conditions are not fulfilled, this Letter of Intent (LOI) as well as the appointment letter/ employment agreement shall be liable to be terminated.

The details of the offer are highlighted below:-

1. You will be on probation for a period of **One Year** commencing from your joining date which may be extended at the sole discretion of the Company.
2. As discussed, you will be required to sign an Agreement of Service to serve the company for **4 years** which will be inclusive of your probation period.
3. Your employment will be in accordance with the rules & regulations and policies of the Company as also in compliance with the Employment Laws.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Postal Address : Post Box 3539, New Delhi 110024

Tel : +91 11 41551166 Fax : +91 11 41551177 CIN U74899DL1974PTC007267

BRANCHES : Bhavnagar, Chennai, Gangavaram, Goa, Haldia, J.N.P.T., Jamnagar, Kakinada, Kandla, Karaikal, Kochi, Kolkata, Krishnapatnam, Mumbai, Mundra, New Mangalore, Paradip, Surat, Tuticorin, Vadinar, Visakhapatnam



:2:

4. You will be required to submit the following documents for our records:
- 2 colored passport size photographs.
 - Certificate in support of your date of birth.
 - Certificate in support of your educational qualifications along with all semester mark sheet (10th & above).
 - Certificate in support of all previous experience (if applicable).
 - Relieving Certificates from the last employer (if applicable)
 - Salary certificates (3 months) from the last employer (if applicable).
 - One copy of your permanent residence proof (Ration card, Voter ID-card etc.)
 - Copy of Pan card
 - Copy of Passport
 - Copy of Aadhaar Card

We look forward to working with you to deliver unparalleled value to our customers/clients. An Appointment Letter enumerating details of salary and benefits along with other terms and conditions will be given to you once you join the Organization.

You are required to confirm acceptance of this offer in writing within 2 days from receipt of this letter of intent failing which the offer will stand automatically withdrawn.

Please note that all contents, terms and conditions of this LOI are strictly confidential and shall not be disclosed by you to any person whosoever without the prior authorized specific written consent of the Company irrespective of your accepting or not accepting this Offer/LOI.

Thanking you,

For Interocean Shipping (India) Pvt. Ltd.



**Lt. Col. (Retd.) Anil Raina
Authorized Signatory**

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No 2, Shakti Khahd-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


In-charge
Internal Quality Assurance Cell

Annexure 1

REMUNERATION DETAILS		
NAME	Nishant Saxena	
JOB TITLE	Senior Relationship Manager - MFA	
GRADE	E	
Components	Monthly	Annually
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,126	25,521
Personal Pay	7,652	91,829
Retiral Benefits		
Employer's Contribution to PF	1,225	14,700
Total Fixed Pay	29,166	350,000
** Gratuity is payable after completion of 5 years of continuous service.		

In-charge
Internal Quality Assurance

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-1
Indrapuram, Ghaziabad-201014
Sharda Khand-IV



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad



Sanandi Chopra <sanandi@jaipuria.edu.in>

Offer Letter-Shubhi Singhal-Airtel – COCO

Shubhi Singhal <ss905807@gmail.com>
To: Sanandi Chopra <sanandi@jaipuria.edu.in>

Thu, Feb 13, 2020 at 11:52 PM

----- Forwarded message -----

From: **V5 Global Services** <erp@v5global.co.in>

Date: Fri 1 Jun, 2018, 11:06 AM

Subject: Offer Letter-Shubhi Singhal-Airtel – COCO

To: <ss905807@gmail.com>, <manoj.mishra@v5global.com>

Cc: <sonu.rana@v5global.com>, <mohd.iqtdar@v5global.com>, <manoj.mishra@v5global.com>, <nitish.saxena@v5global.com>, <tina.myne@v5global.com>, <sandeep.gupta@v5global.com>, <keerti.bhatia@v5global.com>, <hunny.khatter@v5global.com>, <swati.bhatnagar@v5global.com>, <shiv@infield.co.in>, <rakesh.mondal@v5global.com>

Dear Shubhi Singhal,

Welcome on board!!!

We are pleased to share the enclosed offer letter confirming your employment with V5 Global Services. Please share your acceptance to the same.

Accept Decline

Should you have any questions kindly get in touch with us or visit our website at www.v5global.com

Regards
HR Team
011- 40655617

 **OL_327276_ShubhiSinghal_263052_b2deb7a3-4905-48c3-803d-9d584b7d2a25.pdf**
328K

D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

UNITED STATES DEPARTMENT OF AGRICULTURE

OFFICE OF THE SECRETARY

WASHINGTON, D. C.

February 1, 1944

Dear Mr. [Name]:

Reference is made to your letter of January 15, 1944,

concerning the [Subject].

The [Subject] is being handled by the [Agency]

and you will receive a report in due time.

Very truly yours,

[Signature]

[Title]

[Address]

[City, State, Zip]

[Phone Number]

[Fax Number]

[E-mail Address]

Enclosed for you are [Number] copies of [Document Name].

Very truly yours,

[Signature]

UNITED STATES DEPARTMENT OF AGRICULTURE

Enclosed for you are [Number] copies of [Document Name].

Very truly yours,

Enclosed for you are [Number] copies of [Document Name].



L



V5 GLOBAL SERVICES PVT LTD
EXCEEDING EXPECTATIONS

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.
Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website: www.v5global.com
Email Id.: Info@v5global.com. CIN No. U72300DL2005PTC140952

Employment Agreement.

The Employment Agreement (**Agreement**) is made on this day of **April 24, 2018**

BETWEEN

1. V5 Global Services Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at D-13/5, Okhla Phase-2, New Delhi-110020 (hereinafter referred to as the "**Company**" which expression shall, be deemed to mean and include its successors, affiliates and permitted assigns); and
2. **Shubhi Singhal**, an Indian national, son/daughter of **Ravindra Kumar Singhal**, currently residing at **7 West Old Idgah Colony Agra Uttar Pradesh-282001, Agra, Uttar Pradesh, India, 282001**, contact number **9756681581** (hereinafter referred to as the "**Employee**").

(The Employee and the Company are hereinafter individually referred to as a **Party** and collectively as the **Parties**.)

WHEREAS

- A. The Company is engaged in the business of various Marketing and Manpower outsourcing services.
- B. The Company requires the services of an efficient, qualified, capable and experienced person to act as CRO Sales for a project titled Airtel – COCO which the Company is undertaking for **Airtel (Project Company)**.
- C. The Employee has represented to the Company that the Employee has the necessary qualifications, experience, and capability for the Position (as hereinafter defined) and has expressed his/her willingness to accept the appointment and act as CRO Sales of the Project.
- D. The Company has agreed to appoint the Employee as **CRO Sales** for the Project and the Employee has agreed to accept the appointment as **CRO Sales** for the Project, on the terms and conditions hereinafter contained and in the Company Policy (as hereinafter defined), (**Employment**).
- E. The Parties are desirous of recording in writing the terms and conditions of the Employment.

NOW THEREFORE in consideration of the premises and mutual agreements and covenants contained in this Agreement and other good and valuable consideration (the receipt and adequacy of which are hereby mutually acknowledged), each of the Parties with the intent to be legally bound hereby covenant and agree as follows.

1. DEFINITIONS AND INTERPRETATION

In this Agreement, capitalised terms shall have the respective meaning given to them in the Preamble and Clause 1.1

1.1 Definitions

The following definitions constitute part and parcel of this Agreement:

(a) Affiliate; (b) Confidential Information; and (c) Intellectual Property. These definitions are available at the official website of the Company bearing the following link: isp.v5global.co.in. All employees are advised to read these definitions since they constitute an integral part of this Agreement.

APPOINTMENT, REMUNERATION AND RESPONSIBILITIES

- 2.1 The Company hereby appoints the Employee as **CRO Sales** for the Project **Airtel – COCO** and in consideration for rendering the services and performing the obligation as described herein, the Employee shall be entitled to the remuneration package as specified in Annexure 1.

Except for benefits and entitlements which the Company is required to provide to the Employee pursuant to Applicable Law, the benefits and entitlements that are being provided to the Employee by the Company on a voluntary basis are in accordance with the Company Policy and hence are liable to be withdrawn or changed from time to time at the

D-13/5, Okhla Phase-2, New Delhi- 110020.

Phone: +91- 11-40655600, 011-40655617 Fax: 41758855

In-charge
Internal Quality Assurance C.

Shubhi
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khanda
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020,
Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website www.v5global.com
Email Id. Info@v5global.com, CIN No. U72300DL2005PTC140952

convenience and discretion of the Company.

- 2.2 The Company may at its discretion, subject to Applicable Law, modify the remuneration package, rights, benefits and entitlements granted to the Employee pursuant to this Agreement, as it may from time to time determine.
- 2.3 The Employee shall perform such duties and carry out such functions as directed by the Company. Without prejudice to the above, the Employee shall perform such other functions as may be assigned/trusted to him/her by the Company or any other person/entity authorized by the Company.
- 2.4 This Employment is being offered to the Employee upon the understanding and is conditional upon (i) the credentials, testimonials and particulars submitted by the Employee with or in the application for employment being true, correct and accurate; and (ii) satisfactory verification of the background of the Employee by the Company in a manner as it deem fits. If at any time it should emerge that the particulars furnished by the Employee are false/incorrect or if any material or relevant information has been suppressed or concealed or the result of the background investigation and verification of documents/information is not satisfactory in the sole opinion of the Company, then notwithstanding the acceptance of the Employment by the Employee, the Employment will be considered ineffective and irregular and would be liable to be terminated by the Company forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

3. EFFECTIVE DATE

This Agreement shall come into force and effect on the date of execution hereof April 24 2018 and shall remain in force unless terminated in accordance with terms contained herein . The Employee shall commence his Employment from **April 24, 2018**.

4. CONDITIONS OF EMPLOYMENT

- 4.1 The Employee during his/her Employment shall, perform and discharge faithfully and to the best of his/her ability the duties and function assigned to him/her pursuant to the Agreement. Subject to Applicable Law, the Employee shall devote his/her full time, attention and energies towards the functioning of the Company and in discharge of his/her duties and responsibilities mentioned herein. The Employee shall work such number of hours as may be necessary for the Employee to perform his/her duties and functions effectively and otherwise in accordance with the Company Policy in that behalf and the Employee shall not be entitled to receive any additional remuneration for work done outside his/her normal hours of work.
- 4.2 The Employee shall be entitled to Leaves in accordance with Company Policy.
- 4.3 The Employee further agrees that during the course of his/her Employment with the Company and at all times thereafter, he/she will not engage in any conduct that is intended to or has the result of inflicting harm upon the reputation of the Company or any of its Affiliates, Clients, Project Company or any of its officers, directors, shareholders or employees.
- 4.4 The Employee's location/place of work shall be **Delhi** , India, but he/she may be required to travel to or work at any place within or outside India as directed by the Company, from time to time. The Company reserves the right to transfer the services of the Employee to any other location of the Company or assign his/her employment to one of its Affiliates on the same terms and conditions as this Agreement.
- 4.5 The Employee, during the course of his employment with the Company, may be provided with certain equipment/gadgets (such as laptops, mobile phones etc.) to be utilized solely for the purpose of his/her employment (**Company Belongings**). The Employee acknowledges that the Company Belongings are the absolute property of the Company and further undertakes to keep the Company Belongings in mint condition as long as they remain in his/her possession.

- 4.6 The Employee may be required to execute a separate agreement with respect to the Company Belongings provided to him/her, the terms and conditions of which shall constitute a part of the Employee's employment conditions and be considered a part of the current Agreement.

D-13/5, Okhla Phase-2, New Delhi- 110020
+91-11-40655600 In-charge +91-11-40655700 Fax: 41758855



Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Signature
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand,
Indrapuram, Ghaziabad-201014



V5 GLOBAL SERVICES PVT LTD
EXCEEDING EXPECTATIONS

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.

Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website: www.v5global.com.

Email Id: info@v5global.com, CIN No. U72300DL2005PTC140952

- 4.7 The Employee shall hand over the Company Belongings back to the Company, upon happening of the following events, whichever is earlier: (i) whenever demanded by the Company; or (ii) at the time of cessation of his/her employment (for any reason whatsoever) with the Company.

5. CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS

5.1 The Employee recognizes that he/she will be given and have access to Confidential Information of the Company, its Clients, its Affiliates and the Project Company. In consideration of the benefits accruing to the Employee under this Agreement, the Employee hereby agrees that he/she shall:

- not, without the prior written permission of the Company, directly or indirectly disclose or cause to be disclosed any Confidential Information to any third party;
- take all steps as may be reasonably necessary to protect the integrity of the Confidential Information and to ensure against any unauthorized disclosure thereof;
- promptly inform the Company of any potential or accidental disclosure of Confidential Information and shall take all steps, together with the Company, to retrieve and protect the said Confidential Information; and
- use the Confidential Information only in connection with the Employment for the Business.

The Employee shall continue to be bound by this clause 5.1 even after the expiry/termination of this Agreement.

6. EXPENSES

The Employee's business expenses including any business related travel, boarding and lodging related expenses, which are incurred in the course of his Employment with the Company shall be reimbursed by the Company pursuant to, and to the extent permitted by the Company Policy as in effect from time to time.

7. NON COMPETE AND NON SOLICITATION

During the Term of the Agreement, the Employee shall render his/her services to the Company wholly and on an exclusive basis and the Employee shall not be entitled to in any manner, directly or indirectly, to work for or provide services to any other person.

8. REPRESENTATIONS AND WARRANTIES AND COVENANTS

8.1 The Employee hereby represents and warrants as follows:

- The Employee is not, directly or indirectly, employed by, work for or is engaged in providing services to any person, firm, partnership, association, corporation, or entity other than the Company, and neither is the Employee a party to any agreement (written or oral) with any other person or business entity, that in any way affects the Employee's employment by the Company, or conflicts with the Employee's obligations under this Agreement, or restricts the Employee from rendering any services hereunder;
- The Employee has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;
- The Employee has read and fully understands the terms and conditions set forth herein, has had time to reflect on and consider the benefits and consequences of entering into this Agreement, and has obtained independent legal advice in connection with the execution of this Agreement;
- The Employee has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even though subject of a pardon, amnesty, or other similar legal action, and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against him/her;

D-13/5, Okhla Phase-2, New Delhi- 110020.

Phone: +91-11-40655600; 011-40655617 Fax: 41758855

In charge
Internal Quality Assurance Cell

P. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Chakri
Indrapuram, Ghaziabad-201014



V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.
 Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website www.v5global.com.
 Email Id. Info@v5global.com, CIN No. U72300DL2005PTC140952

- (e) The Employee has been relieved by his previous employer and is not involved in any dispute with them concerning his/her past employment; and
- (f) The material, information and documents provided by him/her to the Company in connection with his/her Employment is true and correct in all respects and that no information, fact, or documents that would be relevant for the Company to evaluate his/her suitability for the Employment has been concealed from the Company.

8.2 The Employee shall do such acts and things, execute such documents and provide such reasonable assistance as may be required to consummate the transactions contemplated by this Agreement, and the Employee shall provide such further documents or instruments required by the Company or any other party as may be reasonably necessary or desirable to effect the purpose of this Agreement and to carry out its provisions.

9. TERMINATION

9.1 The Employee shall be on probation for a period of 3 (three) months from his date of joining. During probation period, both the Employee and the Company shall have the right to terminate this Agreement by providing to the other with seven days prior written notice of such termination. After successful completion of probation both the Employee and the Company shall have the right to terminate this Agreement by providing to the other 30 (thirty) days prior written notice of such termination.

9.2 Notwithstanding the provisions of Clause 9.1 above, the Company shall be entitled to forthwith terminate this Agreement (without any compensation) by notice in writing to the Employee or his/her representative upon the occurrence of any of the events mentioned below:

- (a) in case the Employee is charged of any crime or offence involving moral turpitude under Applicable Law in India;
- (b) in case of negligence or incompetence by the Employee in the performance of his/her duties, in the Company's opinion;
- (c) in case of any breach by the Employee of Clause 5;
- (d) in case of any breach by the Employee of Clause 7;
- (e) an act of proven dishonesty, misappropriation, breach of trust or fraud by the Employee;
- (f) the Employee engaging in conduct which causes financial harm to or erodes the goodwill and reputation of the Company and/or its Affiliates and/or any of their respective officers or employees;
- (g) the Employee's breach of the provisions of this Agreement or the failure to render services to the Company in accordance with the terms of this Agreement;
- (h) the Employee being in a state of health which, in the opinion of the Company, adversely affects due discharge of his/her duties under this Agreement;
- (i) in case of any breach by the Employee of any agreement, representation, warranty, or covenant set forth in this Agreement or in the Company Policy;
- (j) in case of any adverse report coming to light from any enquiries, from references indicated by the Employee or from the Employee's previous employer (s), if any;
- (k) The activities/behavior/conduct of the Employee is considered immoral/unethical or detrimental to the interests of the Company;
- (l) if, at any time, it is found that the Employee has concealed/suppressed particulars of any declaration, statement or information or has furnished inaccurate particulars of information (of any nature whatsoever) to the Company;

D-13/5, Okhla, Phase-2, New Delhi, 110020.

In-charge
 Internal Quality Assurance Cell

Internal Quality Assurance Cell
 Jaipuria Institute of Management
 Indrapuram, Ghaziabad

Z. Naray
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Road
 Indrapuram, Ghaziabad-201014



V5 GLOBAL SERVICES PVT LTD

EXCEEDING EXPECTATIONS

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.

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Email Id. Info@v5global.com; CIN No. U72300DL2005PTC140952

- (m) in case of any other ground on which the Company is so entitled to dismiss the Employee under the Company Policy or under Applicable Law;
- (n) the commission of any act or omission by the Employee which is in violation of any Applicable Laws in India; or
- (o) in case the Project, in connection with which, the Employee had been employed by the Company, is terminated by the Project Company or the Company.

It is clarified that the Company, at the time of terminating the employment of the Employee on account of any of the provisions specified in Clause 9.2 above, shall not be obligated to provide any reasons thereof to the Employee.

10. CONSEQUENCES UPON TERMINATION

10.1 Upon termination of this Agreement for any reason whatsoever, the Employee shall, not later than the date of termination:

- (a) handover the charge of his/her duties to such person as may be nominated/authorized by the Company;
- (b) pay in full to the Company all amounts due by the Employee to the Company; and
- (c) surrender to any person nominated/authorized by the Company, the Confidential Information and other documents of the Company, originals and/or copies (whether in printed or electronic form), Company Belongings, and all other properties, assets (whether movable or immovable), monies and belongings of the Company, its Client, Affiliates or branch offices in the Employee's possession or control.

(i) It is clarified that in case of failure of the Employee to return the Company Belongings or failure to return the Company Belongings in good condition, the Company shall be entitled to recover the value of such Company Belongings or the cost for the damages caused to the Company Belongings, as the case may be, by setting off the same against any payments due to the Employee or by any other means mentioned in the separate agreement executed by the Employee with respect to the Company Belongings.

(ii) The Company shall be at liberty to take appropriate legal action in case of failure of the Employee to hand over the Confidential Information and other sensitive information of the Company, its clients, affiliates or branch offices, in his/her possession at the time of cessation of his/her employment with the Company.

10.2 The Employee agrees that he/she shall not claim any amounts whatsoever from the Company by way of severance pay, bonus or compensation under this Agreement in the event of termination of this Agreement, except as provided under applicable law.

On termination of this Agreement, the Company may deduct from any sums owed by it to the Employee (by way of salary or otherwise) any sums otherwise provided by the Company to the Employee which are due to the Company from the Employee. Further, the full and final settlement of the Employee, after making relevant deductions, if any (as explained above in this clause) will be payable to the Employee within a period of 60 (sixty) days from the date of termination of the Employment.

10.4 Notwithstanding anything to the contrary in this Agreement, in the event of termination of the employment of the Employee for any reason whatsoever, the Employee shall be bound by the surviving provisions of this Agreement.

11. COMPANY RULES, PROCEDURES AND POLICIES

The Employee shall be under an obligation to comply with the all Company policies, which are made from time to time (**Company Policy**). The Company shall endeavor to provide the Employee with information on the Company Policies. However, the Employee shall be obligated to inquire about the Company Policies and its status on a regular basis.



D-13/5, Okhla Phase-2, New Delhi- 110020.

Phone: +91-11-40655600, 011-40655617 Fax: 41758855

In-charge
Internal Quality Assurance Cell

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.
Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website www.v5global.com
Email Id Info@v5global.com, CIN No. U72306DL2005PTC140952

12. GOVERNING LAW AND DISPUTE RESOLUTION

- 12.1 This Agreement shall be governed by and construed in accordance with the laws of India and subject to the provisions of Clause 12.2, the courts at New Delhi shall have exclusive jurisdiction in respect of any matter under this Agreement.
- 12.2 Any dispute or difference arising under or in relation to this Agreement shall be referred to arbitration in accordance with the Arbitration and Conciliation Act, 1996, as in existence from time to time (**Arbitration Act**). The arbitration shall be conducted by a single arbitrator to be appointed solely by the Company within a period of thirty (30) days from the date of service of notice of a dispute by a Party upon the other Party. The arbitrator's decision shall be final and binding on the Parties. The place of arbitration shall be Delhi and the language of arbitration shall be English. Pending final resolution of any dispute, the Parties shall continue to perform their respective obligations under this Agreement. The arbitrator shall provide a reasoned award.

13. NOTICES

- 13.1 All notices under this Agreement shall be in writing and shall be served by sending the same by registered post or courier (i) in the case of the Company, to the office of the Company specified in this behalf; and (ii) in case of the Employee to his/her address in the Company's records.

Notwithstanding the abovementioned, all notices under this Agreement can also be sent to the Company any of the following email addresses: hrd@v5global.com/ hrhelpline@v5global.com

- 13.2 The Employee will keep the Company informed of his/her latest postal address and contact number at all times and intimate in writing in case of change of address or contact number. Any communication sent to the Employee by the Company on the last known address will be deemed to have been duly served notwithstanding the fact that the Employee has changed his/her address.

14. INDEMNIFICATION

The Employee, at all times during the Term (and even after the termination of this Agreement) agrees to indemnify and hold harmless the Company, its directors, employees, Affiliates, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any breach of any provision of this Agreement by the Employee, including unauthorised disclosure or use of the Confidential Information by the Employee or any person related to the Employee that may have access to such Confidential Information through the Employee.

15. MISCELLANEOUS PROVISIONS

15.1 Assignment

The Company shall be free to assign all or part of its rights hereunder to any party without the consent of the Employee. However, the Employee shall not be entitled to assign or transfer any of his/her rights, benefits or obligations hereunder in any manner whatsoever.

15.2 Statutory deductions

Any and all taxes including those taxes which arise from any payments, benefits, etc. received by the Employee from the Company during the Term shall be borne by the Employee and the Company assumes no responsibility for the Employee's personal tax affairs or the liability of such payments and benefits. The Company may deduct or withhold any amounts prior to effecting any payments or benefits to the Employee in terms of this Agreement, in accordance with any provisions of Applicable Law, including The Employees Provident Fund and Miscellaneous Provisions Act, 1952, and Employees State Insurance Act, 1948. Additionally, the Company may make statutory payments which the Employee may be entitled to under Applicable Law, including The Payment of Bonus Act, 1965 and the Payment of Gratuity Act, 1972.

- 15.3 The Employee shall be provided appointment letter, monthly salary slips and all other official letters/communiqué to his/her email address registered with the Company.

Handwritten signature
In-charge
Internal Quality Assurance Cell
Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad
 D-13/5, Okhla Phase-2, New Delhi- 110020
 Phone: +91- 11-40655600, 011-40655700 Fax: 41758855



V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.
Telephone No. 011-40655600/40655700 Fax No. 011-41758855 Website: www.v5global.com
Email id: Info@v5global.com, CIN No. U72300DL2005PTC140952

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THESE PRESENTS THE DAY AND YEAR FIRST INDICATED ABOVE.

For: **V5 Global Services Private Limited**

Authorised Signatory

Signature of the Employee

Name: Shubhi Singhal

Shubhi Singhal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



D-13/5, Okhla Phase-2, New Delhi- 110020.
Phone: +91- 11-40655600, 011-40655617 Fax: 41753855

In-charge
[Signature]
Internal Quality Assurance Cell

V5 GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.
Telephone No. 011-40655600/40655700 Fax No. 011-41758856 Website: www.v5global.com
Email Id: Info@v5global.com CIN No. U72300DL2005PTC140952

**Annexure 1
Remuneration Package**

Your Fixed cost to Company is **Rs. 20000/-** per month (Twenty Thousand) Only including, PF, ESI Contributions - Employer /Employee, Bonus, Gratuity and Insurance, if applicable)

Particulars	Amount
Basic	Rs. 9000/-
HRA	Rs. 4500/-
TPT	Rs. 1600/-
Spl. Allowance	Rs. 1428/-
Bonus	Rs. 1274/-
Total Salary	Rs. 17802/-
Gross Salary	Rs. 17802/-
Employer PF@ 12% of Basic	Rs. 1080/-
Employer ESIC @4.75% of Gross	Rs. 846/-
Insurance	Rs. 50/-
Admin PF@1.15% of Basic	Rs. 104/-
Mediclaime	Rs. 118/-
Cost To Company	Rs. 20000/-
Employee PF	Rs. 1080/-
Employee ESIC	Rs. 312/-
Net In Hand Salary	Rs. 16410/-

* Your variable incentives will vary from Rs. 0 – 60000 annually depending on your performance except DEOs.

D. Khurana
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



[Signature]
In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad



VS GLOBAL SERVICES PRIVATE LIMITED

D-13/5, Ground Floor, Okhla Industrial Area, Phase-2, New Delhi- 110020.

Telephone No. 011-40655600/40655700 Fax No. 011-41753855 Website: www.v5global.com

Email id: info@v5global.com, CIN No. U72300DL2005PTC140052

Professional Tax, Labour welfare fund & other statutory contribution as envisage under the prevailing Acts & Rules of respective state govt. shall be applicable.

You will be entitled to Bonus as per the payment of Bonus Act, in case applicable in your case and mentioned as a part of your CTC.

***ESIC on variable income will be deducted on the basis of actual variable due based on the performance.*

Variable incentives will be paid proportionately as per individual's performance, i.e. based on target vs achievement, to be decided by the appropriate authority.

Variable incentive will be calculated and paid on a monthly basis.

Variable incentive will be paid on Monthly basis based on your performance as per the current scheme announced by company from time to time subject to fulfillment of certain prescribed conditions.

N.B.: The Employee is required to submit the following documents before commencing employment with the Company.

- 1) Acceptance of the offer letter.
- 2) All Mark sheets & Certificates
- 3) Two professional References with designation address and Telephone number.
- 4) 3 Passport size photographs.
- 5) Permanent Address proof like copy of electricity bill / voter id.
- 6) Acceptance of Resignation Letter
- 7) Health/ Fitness Certificate
- 8) Last salary slip
- 9) Copy of Pan Card

D. Deep
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell



TCI

LEADERS IN LOGISTICS

12th June 2018

TC1/HRD/139301/2018
Mr. Shubham Boni,
S/o Mr. Sunil Boni,
H.No. 232 Niti Khand-3,
Indrapuram Ghaziabad,
Ph. No. +91 8800778770.

Subject: Letter of Appointment

Dear Shubham,

With reference to your candidature and subsequent interview you had with us, we are pleased to conform you appointment as **Officer — Business Development** as per mutually agreed terms and conditions effective from **12th June, 2018:**

1. Your place of posting will be at our **TCI Madurai Controlling Office (MDRC)**. You will be reporting to **Mr. B B Giri, Regional Manager, TCI Freight Chennai Regional Office.**
2. You will be paid a basic salary **RS. 11,550 (Rupees Eleven Thousand Five Hundred Fifty only)** per month.
3. In addition to your basic salary you will be eligible for the following:
 - I. Equivalent to 50% of your basic salary or actual rent paid, whichever is less as House Rent Allowance in the event of you staying in rental accommodation subject submission of House Rent Declaration.
 - II. You will be eligible for perks and allowances as per company policy applicable to your category from time to time.
 - III. You will be covered under Employees Provident Fund and Misc. Prov. Act. 1952 and Scheme there under.
 - IV. You will be eligible for Gratuity as per pension of Payment of Gratuity Act.
 - V. You shall be covered under the Company's Group Personal Accident Insurance Policy on submission of declaration form which will be effective after one month from the date of joining.
 - VI. You will be covered under Mediclaim Insurance, as the case may be, subject to submission of necessary declaration.
 - VII. You will be eligible for Earned Leave, Casual leave, Medical Leave and family care leave as per Company rules applicable to your category from time to time.
4. During the course of employment, you shall not take up any other employment or assignment elsewhere and shall devote your time and endeavor to sincerely and diligently discharge duties entrusted you.
5. Your services are transferable to any other office in India or abroad or to any of our associate/subsidiary companies in any of the country where we have our interests and you will abide by the terms and norms of the establishment to which you are transferred

Pramod Kumar Jain



Signature
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Signature
In-charge
Internal Quality Assurance Cell
Shubham Boni
Cont

Transport Corporation of India Limited

Corporate Office : TCI House, 69, Institutional Area, Sector-32, Gurugram -122001, Haryana (India)

Ph. No.: +91 124-2381603, Fax.: +91 124-2381611 E-mail : corporate@tcil.com Web : www.tcil.com

Regd. Office:- Flat Nos. 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhopal Chambers, S P Road, Secunderabad - 500 003 (Telangana)

-: 2 :-

6. You will be on probation for a period of **Six Months** from your date joining. Confirmation is subject to your performance and approval from your Reporting manager/ HOD/ CEO. During the period of probation, your services can be terminated by either side giving 24 hours' notice. Your probation period can be extended in case of non-satisfactory performance during the above period. On completion of above probation period this employment can be terminated by either side by giving two month notice to the other side in writing or on payment two month basic salary in lieu thereof.
7. You hereby agree that for a period of six months after termination of your services, you will not directly or indirectly solicit or endeavor to entice away from the Company any of its clients or employees. You hereby agree with the Company that the aforesaid is considered to be reasonable in all circumstances for the Company's legitimate interest.
8. In the event that the termination in either of the situations above, wherein the notice of termination is given at the instance of employee, the Company shall have the sole discretion to decide the date of relieving during the notice period including the right expressly reserved hereby to waive the notice period in full or part, without paying any amount towards the balance notice period
9. Continuation of your employment in our organization is subject to verification of antecedents, document and past employment events, your appointment is liable to be terminated automatically in the event of any material unnatural information is found suppressed or undisclosed or documents submitted are found to be fabricated, forged or misrepresenting.
10. You shall not, without prior approval of the Company, undertake any other business or profession or be a director, employee or agent of any other company, firm or person or assist or have any financial interest in any other business or profession (whether whole or part-time), except that nothing in this clause shall prevent you from owning or acquiring shares or securities in any other Company which is listed on any recognized Stock Exchange or make any investment in any other bona-fide financial organization except in accordance with investment policy of the Company, if any.
11. During the period of employment and there after you will not divulge either by word of mouth or otherwise any information detrimental to the interest of the company to any one or take away with you any account, information, records, statistics, blue print, security arrangement, administrative and/or organizational matters, whether confidentially secret or otherwise or any other documents related to the business of our company without obtaining express written sanction from competent Authority.
12. Subject to this employment being continued, you shall be superannuated on attaining the age of 58 years or as per the rules in force.
13. You shall maintain the dignity of our office and shall deal with all the matter with sobriety.

Pramod Kumar Jain



P. K. Jain
DIRECTOR:
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad
Shubham Bori
Cont

In-charge
Internal Quality Assurance

Transport Corporation of India Limited

Corporate Office : ICI House, 69, Institutional Area, Sector-32, Gurugram -122001, Haryana (India)

Ph. No.: +91 124-2381603, Fax.: +91 124-2381611 E-mail : corporatetciil.com Web : www.tciil.com

Regd. Office: Flat Nos. 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - .500 003 (Telangana)

-: 3 :-

14. Any data process, formula, or knowledge which may come in your possession during employment or any discovery or innovation made will be the property of the company and you will not have lien over the same or transfer, sell or part with the same in any manner whatsoever. You shall not use the same for your personal benefit or for the benefit of others during the continuance of your employment with us and any time thereafter. You will not part with manuals, literature, brochure, etc. during or after employment.
15. Upon termination of you employment, you shall return to the Company immediately all property, equipment, materials, records and documents which you prepared I developed or which came into your possession during the course of your employment.
16. You will be responsible for ensuring that compliance requirements as stipulated by the Company, and by statutes applicable locally are adhered to and your adherence and compliance shall also be reviewed as part of your annual performance reviews
17. In Case of any dispute of any kind arising out of your employment or breach of contract. **GURGAON COURTS** alone will have the jurisdiction in the matter
18. On matters not specifically mentioned herein above, you shall be governed by the rules of the company in force from time to time as applicable to you.
19. Please sign duplicate copy of this Letter of Appointment as a in token of your acceptance of above terms and condition of Appointment.

On behalf of TCI Family, I take this opportunity to extend to you a warm welcome to our Organization and look forward to a mutually rewarding and enriching association.

Yours faithfully,
For Transport Corporation of India Ltd

Pramod Kumar Jain,
Sr. Vice President— HR

DECLARATION:

I have carefully read the above terms and conditions of appointment and the same are acceptable to me. I will join duty on **12th June, 2018.**

NAME: **Shubham Boni**

Shubham



Shubham
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Shubham
In charge
Internal Quality Assurance Cell

Transport Corporation of India Limited

Corporate Office : TCI House, 69, Institutional Area, Sector-32, Gurugram - 122001, Haryana (India)

Ph. No.: +91 124-2381603, Fax.: +91 124-238 61 | E-mail : corporate@tcil.com Web : www.tcil.com

Regd. Office: Flat Nos. 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500 003 (Telangana)

Tel: +91 40 27840 104 Fax: +91 40 27840163

CIN : I 70109TG1995PLC019116



[Handwritten signature]
DIRECTOR GENERAL
MANAGEMENT & STUDENT AFFAIRS
INDIAN INSTITUTE OF MANAGEMENT
KULU, H.P. - 171 005, India
Phone: +91 (0135) 2261001, 2261002

[Handwritten signature]
Internal Quality Assurance Cell

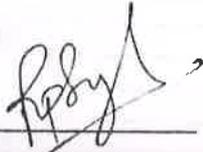
Declaration

I here by declare that I will submit the following documents as a part of joining process

I am aware and agree that if I do not submit the following documents, my salary will not be Processed.

- i) Appointment Letter Acknowledgement
- ii) Joining Form
- iii) PF Form
- iv) ESIC Declaration Form
- v) Reference Check Form
- vi) Education Certificates Copies
- vii) ID Proof
- viii) Address Proof
- ix) Passport size Photographs(4 Nos)
- x) Bank Account Details(Cancelled Cheque Leaf)
- xi) Copy of PAN Card

Signature



Name: RANA PRATAP SINGH

Emp-Code: RCFM/036032



Note:- For any queries / help please login into : www.rhrsconnect.info/rhrsses

ANNEXURE

Name :- RANA PRATAP SINGH
Emp. Code:- RCFM/036032
Designation:- Sales Manager
Location:- DELHI
Circle:- Delhi

Monthly CTC Break Up

PARTICULARS	AMOUNT (Rs.)
Basic	4645
Advance Bonus	584
House Rent Allowance	2322
Mobile Allowance	0
Medical Reimbursement	4548
Special Personal Allowance	4549
GROSS	16648
PF Employer Contribution	557
ESIC Employer Contribution	764
GPAI	35
CTC	18004
PF Employee Contribution	557
ESIC Employee Contribution	282
Net Take Home	15809

Note: All Statutory deductions will be made as per applicable laws.

R. Pratap Singh

Note:- For any queries / help please login into : www.rhrsconnect.info/rhrsses

9. General:

- a) If your salary is taxable, under Income Tax Act, you are required to produce the attested copy of your PAN card, issued by Income Tax Authorities, failing which your salary will not be released.
- b) Please note that our company disburses the salary through Direct Credit to employee's bank account. You are requested to produce attested proof of your bank A/c on the date of your joining the service of the company, failing which your salary will not be released.
- c) You will be provided with Reliance Mobile Plan at the time of joining. You shall be entitled to mobile re-imbusement / scheme for official calls, as per the company policy, which are subject to changes without any notice. Your attendance / Daily Sales Report will be recorded by this mobile connection for better facilitation / work coordination. The details of such mobile number are to be shared with RHRS HR team
- d) In either event, you shall not be entitled to make claim for absorption in the regular employment of our company or for any amount of salary for the balance period of contract.

In case, above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of having accepted the same.

Yours sincerely,

For Reliance HR Services Pvt Ltd.

Tapesh Chauhan

(Authorised Signatory)

Acknowledgement & Acceptance

I have read & understood the terms and conditions of my fixed tenure appointment as contained in this letter, which are acceptable to me. I would join the service on Dec 2 2017

Signature _____

Name. RANA PRATAP SINGH.

Date. Dec 2 2017

Issued By: _____

Signature _____

Name: Tapesh Chauhan

Designation LH / RME

7. Termination of Service: -

- (i) Your services will automatically stand terminated, on the completion of the period of your employment, as stated in clause 1(a) above
- (ii) Your services will be liable to termination without any notice or salary in lieu thereof
 - a) If you remain absent from your duties, for 7 days continuously without any intimation or prior permission of your superior
 - b) Without being exhaustive, if you indulge in any indecent behaviour with any of your colleagues within our organization or our client's organisation or any activity, found objectionable to us
 - c) If you are found/reported to have indulged or associated in any activity, which would without being exhaustive, include any anti-social, anti-national or immoral activity and also any activity against the interest of our organization.
 - d) If any information declared by you or documents submitted by you, at the time of your interview / selection is found to be incorrect, forged or fabricated.
- (iii) Your services will be liable to be terminated any time before the period mentioned in clause - 1 (a) by giving 15 days' prior notice in writing or salary (i.e. Basic + D.A) in lieu thereof
 - a) If your performance during the period or during your employment with us is not found satisfactory.
 - b) If you are medically reported unfit.
- (iv) During the period of service, referred to in clause 1(a) above, you may leave service of the company by giving 15 days notice.
- (v) Notwithstanding what is contained in clause No 1(a) above, your services can also be terminated by the company by giving 15 days' prior notice in writing or salary (i.e. Basic + D.A) in lieu and without assigning any reasons

8. While deputed at the premises of any of our client:

- a) You shall follow rules, procedure, practices prescribed by the client concerned relating to safety & health.
- b) You will maintain decorum of our client concerned and shall not commit breach of any rules & regulations of client concerned.
- c) You shall regularly & punctually report for work and be present at client's designated location during the working hours intimated to you.
- d) You shall extend all cooperation to the employees of client concerned, their consultants / representatives etc and do all such things as may be necessary and comply with all terms of the applicable work/assignment so as to effectively undertake the work / assignment.
- e) Any information/material of any of our clients coming to your knowledge or possession, during the term of the work/ assignment shall be maintained secret and confidential and you shall not divulge the same to any person in any manner and at any time whatsoever
- f) Any material in your possession shall be returned to the client concerned on completion of the work/assignment

- e) In case, you are required to undertake any travel or journey and stay overnight in the course of performance of your duties, such travel / overnight stay shall be governed by the rules as framed by the Company and applicable to you at relevant point of time

3. During the course of your Tenure of appointment:

- a) You may be deputed to work with any of our clients and/or handling work for any of our clients. However, your said working with our clients and/or handling their work will not create any relationship of employee and employer between you and our client concerned, nor any claim of yours for absorption in the regular cadre of our client's employment or in our organisation shall be legally tenable.
- b) Your services may be transferred from one Business/ Territory / Region/ Zone to another Territory/ Region / Zone in India, where branch/ project / office of the company is already in existence or may be set up at any time in future.

4. During the period of your tenure, you would:-

- a) Adhere to work norms and achieve targets as would be laid down by your superior(s) and/ or client concerned and in case you fail to fulfill, achieve and/or adhere to the targets and/ or do work which is rejected, your services would be liable to be terminated, at any time, without further notice to you
- b) Perform your work diligently, honestly and maintain a high standard of loyalty, efficiency and secrecy
- c) You shall strive hard to promote the interest of the Company and shall not do anything, which will be detrimental and prejudicial to the interest of the Company, nor shall you do any thing, which will spoil the reputation of the Company.

5. During the period of your tenure with us:

- a) You will be governed by the Rules & Regulations / Code of Conduct of the company, as may be framed or revised by the company, except in respect of matters for which the express provisions have been made above.
- b) You will neither work (full time or part time), either directly or indirectly for any other person/ organisation in any capacity
- c) You shall not take up any other part time or full time work or employment either directly or indirectly for any other person / organization for remuneration or otherwise or engage yourself in any trade, business or occupation without prior permission of the Company.

6. a) The Company, at its sole discretion, may suspend you from your duties, pending disciplinary enquiry or investigation for any misconduct alleged to have been committed by you during the course of tenure under the Contract or applicable law.

b) The Company may give you lay-off as per the provisions of law prevailing at relevant point of time

c) Your Appointment shall be subject to your producing physical fitness certificate from Registered Medical Practitioner. The Company may in its sole discretion, subject you to Medical examination as and when required during the fixed tenure of your employment and decision of the doctor nominated by the Company in respect of your health status shall be final and binding on you

RELIANCE

Reliance HR Services Private Limited
Block D, 1st Floor, Wing VI
Dhirubhai Ambani Knowledge City
Koparkhairane, Thane Belapur Marg
Navi Mumbai 400 710

Tel: +91 22 3038 3249
Fax: +91 22 3038 2987

Date Dec 2 2017

E Code RCFM/036032
RANA PRATAP SINGH,
VILL + POST - KHURUHUNJA CHANDAULI
UP - 232104

Sub: Letter of Appointment for Fixed Tenure

Dear RANA,

This refers to your application dated Dec 2 2017 and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Sales Manager at DELHI for a fixed tenure from Dec 2 2017 to Dec 1 2018 on the following terms & conditions:

1. Period of Employment: -

- a) Your appointment will be effective from Dec 2 2017 to Dec 1 2018. The said appointment shall automatically come to an end, on expiry of the aforesaid period, unless the same is extended in writing, by the company.
- b) During the period of your fixed tenure appointment, you may be required to undergo such training as may be found necessary.

2. Salary & Other Benefits: -

- a) you will be paid a monthly salary of Rs 16648 as detailed below -

Basic	Rs 4645
Advance Bonus	Rs 584
House Rent Allowance	Rs 2322
Mobile Allowance	Rs 0
Medical Allowance	Rs 4548
Special Personal Allowance	Rs 4549

- b) **Performance Linked Incentive from the date of Joining:** - Besides the payments referred above you will be paid incentive from the date of your joining our organisation, subject to you being eligible for the same. The said incentive will be paid, as per the prevalent incentive scheme, which may be modified from time to time, depending on the business performance, monthly targets, etc.
- c) **Statutory Benefits:** - You will be entitled to statutory benefits such as Employee's State Insurance Corporation Insurance (ESIC), Employees' Provident Fund & Employees' Pension Fund, as may be admissible in law. Please note that the statutory Annual Bonus is paid to you in your monthly salary, as indicated above.
- d) You will be covered under the Group Personal Accident Policy for an amount of Rupees one lakh during the period of your engagement with us.

E Code RCFM/036032

Page No 1 of 4

Registered Office :
Reliance HR Services Private Limited, Block H, 1st Floor, Dhirubhai Ambani Knowledge City, Navi Mumbai - 400 710.
CIN No. : U74140MH2005PTC169168



RJIL/53627621/11320642/151217/1926

Date: 15 Dec 2017

Prachi Kaushik

3/15, Cassia Road, Shipra Sun City,
Indirapuram, Ghaziabad,
Indirapuram, Uttar Pradesh - 2010

Offer cum Appointment Letter

Dear Prachi Kaushik,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Area HR Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Delhi NCR**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **8 Jan 2018**.

02. COMPENSATION:

i. **Fixed Pay: INR 2,90,786/- (INR TWO LAKH NINETY THOUSAND SEVEN HUNDRED EIGHTY SIX only) per annum**

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. **Retirals : INR 18,316/- (INR EIGHTEEN THOUSAND THREE HUNDRED SIXTEEN only) per annum**

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

Note: Aggregate of Fixed Pay, Retirals, and Bonus is Committed Pay as per applicable rules (refer Annexure 1A)

iii. **Performance Linked Incentive (PLI): INR 31,818 (INR THIRTY ONE THOUSAND EIGHT HUNDRED EIGHTEEN only) per annum** (This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive, and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee.

PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

Date: 15 Dec 2017

In-charge
Reliance Jio Infocomm Limited (IN 072901MH2007PLC29412)
Internal Quality Assurance Cell
Reliance Office: 8th Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021, India. www.jio.com

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad
Page 1 of 21

Prachi Kaushik

RJIL/53627621/11320642/151217/1926

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C, we have covered each component of compensation in detail.**

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

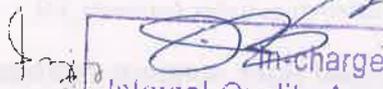
This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

Reliance Jio Infocomm Ltd


In-charge
Internal Quality Assurance
AUTHORISED SIGNATORY




DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.
I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Date: 15 Dec 2017

Page 2 of 21



Prachi Kaushik

RJIL/53627621/11320642/151217/1926

ANNEXURE 1-A			
Name : Prachi Kaushik			
Compensation Break-up			
Components	Amount in INR		
	Monthly	Annually	
A) Fixed Pay			
1.	Basic Salary	9,080	1,08,957
2.	Residual Choice Pay	8,366	1,00,391
3.	Medical Reimbursement	0	0
4.	Food Coupon	0	0
5.	Gift Coupon	0	0
6.	Leave Travel Allowance	1,513	18,159
Vehicle			
7.	Company Vehicle Scheme	Refer Annex 1B & 1C	
8.	Vehicle Insurance	Refer Annex 1B & 1C	
9.	Fuel & Maintenance	Refer Annex 1B & 1C	
Housing			
10.	House Rent Allowance	3,632	43,583
Insurance			
11.	Group Personal Accident Insurance Premium	48	570
12.	Group Term Life Insurance Premium	280	3,355
13.	Medical insurance Premium: i) Self, Spouse, 3 Dependent Children	1,314	15,771
Total - Fixed Pay [A]		24,232	2,90,786

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad



Prachi Kaushik
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell

Date: 15 Dec 2017

Page 3 of 21

Reliance Jio Infocomm Limited: CIN U72900MH2007PLC23412

Registered Office: 3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021, India. www.jio.com



Prachi Kaushik

RJIL/53627621/11320642/151217/1926

ANNEXURE 1-A			
Name : Prachi Kaushik			
Compensation Break-up			
Components	Amount in INR		
	Monthly	Annually	
B] Retirals			
1.	PF - Employer Contribution (12% of Basic Salary)	1,090	13,075
2.	Gratuity / Ex-gratia (4.81% of Basic Salary)	437	5,241
Total - Retirals [B]		1,526	18,316
C] Bonus			
1.	Bonus (As per Act)	757	9,080
Total Bonus [C]		757	9,080
Total - Committed Pay [A] + [B] + [C]		26,515	3,18,181
D] Performance Linked Incentives			
1.	Performance Linked Incentive	2,652	31,818
Total - Performance Linked Incentive [D]		2,652	31,818
Total CTC [A] + [B] + [C] + [D]		29,167	3,49,999

The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Ce.

Prachi Kaushik
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Date: 15 Dec 2017

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Prachi Kaushik

RJIL/53627621/11320642/151217/1926

ANNEXURE 1 - B			
Name : Prachi Kaushik			
Ref	Components	Details	Remarks
A.1	Basic Salary	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	Fully Taxable
A.2	Residual Choice Pay	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	Fully Taxable
A.3	Medical Reimbursement	Upto INR 15,000 per annum	Tax Exempted
A.4	Food Coupon	Maximum limit prescribed under this element is INR 31,200/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	Tax Free
A.5	Gift Coupon	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)	Tax Free
A.6	Leave Travel Allowance	1. Maximum limit prescribed under this element is upto 2 month's basic salary. 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2014 - 31.12.2017) 3. Can be carried forward one time for next block.	Tax Exempted
A.7	Company Leased Vehicle Scheme	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employee would be debited an amount of INR 2,602 per Lac of the vehicle value per month towards the Equated Monthly Installment (EMI) calculated at an interest rate of 12.5% per annum on monthly reducing balance basis for leasing period of 48 months.	Tax Exempted (upto the value of EMI)
A.8	Company Leased Vehicle Insurance	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Employees would be required to purchase the insurance directly through the third party provider.	Tax Exempted

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Prachi Kaushik
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Date: 15 Dec 2017

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Prachi Kaushik

RJIL/53627621/11320642/151217/1926

ANNEXURE 1 - B																		
Name : Prachi Kaushik																		
Ref	Components	Details	Remarks															
A.9	Fuel and Maintenance Reimbursement	Limits for Fuel & Maintenance for Own and Lease Plan Vehicles are as under: Leader Family Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum Manager & Executive Family Four wheeler: Upto INR 100,000 per annum (extendable to INR 150,000 per annum, subject to certification of log book to be submitted to accounts) Two wheeler: INR 24,000 per annum	Tax Exempted (Taxable perquisite Notional Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacity of engine is more than or equal to 1600 cc)															
A.10	House Rent Allowance	1. Mumbai/Kolkata/Delhi/Chennai least of the following : A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above: Least of the following : A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary	Tax Exempted															
A.11	Group Personal Accident Insurance Premium	Mandatory debit of INR 570 per annum. Sum insured is INR 25 Lacs																
A.12	Group Term Life Insurance Premium	The Insured amount and corresponding premium [Mandatory debit] are as under: <table border="1"> <thead> <tr> <th>Total Committed Pay</th> <th>Sum assured</th> <th>Mandatory Debit (p.a.)</th> </tr> </thead> <tbody> <tr> <td>Up to INR 24,99,975/-</td> <td>INR 25 lac</td> <td>INR 3,355/- p.a.</td> </tr> <tr> <td>From INR 24,99,975/- to INR 49,99,975/-</td> <td>INR 50 lac</td> <td>INR 9,687/- p.a.</td> </tr> <tr> <td>From INR 49,99,975/- to INR 74,99,975/-</td> <td>INR 75 lac</td> <td>INR 16,777/- p.a.</td> </tr> <tr> <td>From INR 74,99,975/- and above</td> <td>INR 100 lac</td> <td>INR 21,846/- p.a.</td> </tr> </tbody> </table>	Total Committed Pay	Sum assured	Mandatory Debit (p.a.)	Up to INR 24,99,975/-	INR 25 lac	INR 3,355/- p.a.	From INR 24,99,975/- to INR 49,99,975/-	INR 50 lac	INR 9,687/- p.a.	From INR 49,99,975/- to INR 74,99,975/-	INR 75 lac	INR 16,777/- p.a.	From INR 74,99,975/- and above	INR 100 lac	INR 21,846/- p.a.	
Total Committed Pay	Sum assured	Mandatory Debit (p.a.)																
Up to INR 24,99,975/-	INR 25 lac	INR 3,355/- p.a.																
From INR 24,99,975/- to INR 49,99,975/-	INR 50 lac	INR 9,687/- p.a.																
From INR 49,99,975/- to INR 74,99,975/-	INR 75 lac	INR 16,777/- p.a.																
From INR 74,99,975/- and above	INR 100 lac	INR 21,846/- p.a.																

In-charge
Internal Quality Assurance Cell

Prachi

DIRECTOR
JAIKIA INSTITUTE OF MANAGEMENT
K-A, Gate No-2, Shakti Khand IV
Girapuram, Ghaziabad-201014



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ANNEXURE 1 - B			
Name : Prachi Kaushik			
Ref	Components	Details	Remarks
A.13	Medical Insurance Premium i) Self, Spouse, 3 Dependent Children and Dependent Parents	<p>Leader Family - INR 17,860 per person per annum for self and spouse. INR 9,226 per child.</p> <p>Dependent parents will be covered by a floater Mediclaim Policy of INR 5 Lacs with a premium of INR 15,771 per annum.</p> <p>Manager Family - INR 15,771 per annum for self, spouse, 3 Dependent children (up to 25 years) and Dependent parents. Floater Mediclaim Policy of INR 5 lacs per annum.</p>	-
B.1	PF (Employer contribution)	12% of Basic Salary.	-
B.2	Gratuity/Ex-gratia	4.81% of Basic Salary. This is paid on separation. If separation occurs before 5 years of service, the amount is paid as an ex-gratia and is fully taxable. In case of service more than 5 years an amount equivalent to 15 days Basic Pay (last drawn)x No. of completed years of service is paid on separation. Gratuity is tax-free upto INR 10 Lacs. Any amount paid over and above 10 Lacs is taxable and is paid as an ex-gratia.	-
C.1	Bonus	Payable as per Payment of Bonus Act	-
D.1	Performance Linked Incentive	The Performance Linked Incentive is a 'Deferred incentive' and is based on the Performance Management System of the Company. It is the variable component of the CTC and represents the potential earning to an employee.	Taxable

1. The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.

2. Fixed Pay elements like Fuel & Maintenance, Medical Reimbursements, LTA are reimbursed based on the actual bills to be submitted and in case the same falls short of the amount chosen, balance will be paid as taxable allowance.

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jainpuria Institute of Management
Indirapuram, Ghaziabad

Prachi Kaushik
DIRECTOR
JAINPURIYA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

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Annexure I-C

COMPONENTS OF COMPENSATION

The Company follows a Cost to the Company (CTC) structure that reflects the total cost of an employee to the organization and includes all direct & indirect payments including benefits, perquisites, subsidies. It is so designed so as to provide flexibility to the employees in structuring their compensation package. However, the components within each category of payments are discretionary and the company has right to change these components any time without notice.

The main components under Cost to Company Structure are:

I. Fixed Pay

a) Basic Salary :

This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution. (Please refer **Point II Retirals** below.)

b) Fuel & Vehicle Maintenance Reimbursements :

All employees who have opted for a vehicle under company leased vehicle scheme are eligible for Fuel & Vehicle Maintenance Reimbursements. Additionally, employees who wish to use their self-owned vehicles are also eligible for the same. The limit for Fuel & Maintenance Reimbursements is as under:

Leader Family

Four Wheeler - INR 1,80,000 per annum

Two Wheeler - INR 24,000 per annum

Manager & Executive Family:

Four wheeler: Upto INR 100,000 per annum (extendable to INR 150,000 per annum, subject to certification of log book to be submitted to accounts)

Two wheeler: INR 24,000 per annum

Tax exemption will be subject to supporting provided as per limits defined above.

c) Children's Education Allowance (CEA)

To meet the expenses incurred by Employee towards the education expenses of employee's children. Maximum up to INR 100 per child per month subject to a maximum of two children is tax exempt.

d) Children's Hostel Allowance (CHA)

To meet the expenses incurred by Employee towards hostel expenses of Employee's children. Maximum up to INR 500 per child per month subject to a maximum of two children is tax exempt.

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JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Chandra-IV
Indirapuram, Ghaziabad-201014



Annual Quality Assessment Cell
Jaipuria Institute of Management
Ghaziabad

In-charge
Internal Quality Assurance Cell



Prachi Kaushik

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e) Leave Travel Assistance (LTA)

LTA refers to the reimbursement that the Company provides towards the expenses incurred by employee on vacation travel with their families to any place within India. There are certain qualifying criteria for claiming LTA. These are detailed below:

- Employee must necessarily take 5 days of continuous Privilege Leave
- The family for this purpose includes spouse, unmarried dependent children upto two only, parents and dependent brothers and sisters.
- No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be upto 2 months' basic salary) that employee would like to avail as a part of his elected pay components. This choice has to be made by employee at the time of joining and subsequently at the beginning of every financial year. A mid-year change on the quantum of LTA is not permissible.

Two journeys, anywhere in India, in a block of four years is tax exempt. The current block is calendar year 2014 - 2017.

f) Medical Reimbursement

The expenses incurred by employee to meet health related expenditure, such as medicines, doctor's fees etc of the employee and his family members will be reimbursed upto a maximum of INR 15,000 per annum against production of bills..

Tax exemption is upto INR 15,000 per annum.

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g) Conveyance Allowance

The expenses incurred by an employee for travelling from his residence to the office at the base location. However, this option can be availed only if the employee is not covered under the company car scheme.

Tax exemption is upto INR 19,200 per annum.

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h) Sodexo / Accor Food & Gift Coupons

Sodexo / Accor Pass Meal Vouchers are food coupons that can be exchanged for food and beverages at over 11,000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash. Similarly, the Sodexo / Accor Pass Gift Vouchers can be used to buy daily necessities at over 6000 affiliated establishments across India.

Meal Vouchers up to INR 31,200 per annum is tax exempt.

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Registered Office: 3rd Floor, Maker Chambers IV, 222, Nariman Point, Mumbai - 400021

Prachi Kaushik
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad - 201014

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i) Gift Coupons

Upto INR 5,000 per annum is tax exempt.

j) House Rent Allowance (HRA)

House Rent Allowance is paid in order to meet the expenses incurred on account of rented accommodation.

Quantum of HRA will be decided by employee as a part of Employee Fixed Pay Breakup [50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations].

The amount of HRA exempt from tax will be the least of the following amounts:

1. Actual HRA received (or)
2. Rent paid less 10% of Basic salary (or)
3. 50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations

k) Company Owned Vehicle Scheme

1. All employees in the Manager and Leader Family (excluding Fixed Term Contract employees) are eligible for Company Leased Vehicle Scheme.
2. The vehicle will be registered in the name of the employee. However, the Registration Certificate and Insurance shall bear the hypothecation of the lessor (Leasing Company).
3. In accordance, the employee would be debited an amount of INR 2,602 per Lac of the vehicle value per month towards the Equated Monthly Installment (EMI) calculated at an interest rate of 12.5% per annum on monthly reducing balance basis for leasing period of 48 months.
4. Employee would have an option to buy the vehicle at a pre-determined market residual value of not less than 20% of the original net funded cost and he/she needs to fulfil the requisite formalities.
5. There would be no prerequisite applicable for vehicles, under CLV plan.

Comprehensive Insurance coverage

1. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Company has negotiated preferential rates for motor insurance with the third party provider and employees would be required to purchase the Insurance directly through the third party provider.
2. This option would be subject to appropriate VAT (currently 12.5%) & interest on EMI's.
3. Leasing company has corporate tie up's with some of the Insurance companies and employees can choose from those companies.

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l) Residual Choice Pay

The balance un-utilized amount under Fixed Pay is paid under this salary head as "Residual Choice Pay" and is subject to tax.

Please note that a declaration has to be made by the employee at the beginning of the financial year or within 7 days of joining the Company regarding the amounts to be claimed under each expense mentioned above. All bills / supporting documents are to be provided at the end of the financial year by 15 January.

m) Insurance - Personal Accident, Medical & Group Term Life Insurance

i) Group Personal Accident Insurance

The Sum insured is INR 25/- lacs and the corresponding debit towards premium is INR 570/- p.a.

Benefit Clauses

1. Death 100% of sum Insured.
2. Permanent Total disablement 100% of Sum Insured as per Insurance policy.
3. Permanent Partial disablement varies from 1% to 75% of sum insured as per insurance policy.
4. Temporal Total disablement 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

ii) Medical Coverage

Leader Family

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Self, spouse and 3 dependent children up to 25 years will be covered by Company's Management Medical scheme on actual both for Domiciliary and Hospitalization. The Mandatory Debits are as follows.

Family Definition	Benefits	Mandatory Debit (p.a.)
Self and Spouse	At Actuals	INR 17,860/- per person p.a.
3 dependent Children upto 25 years of age	At Actuals	INR 9,226/- per child p.a.

Dependent parents of Leaders will be covered by the Floater Mediclaim policy. The total coverage will be INR 5 Lacs irrespective of the number of members covered. Hospitalization room category will be up to a maximum of Deluxe Single room. The mandatory debit will be INR 15,771/- per annum. This scheme does not cover expenditure for spectacles, General Health checkups, external appliances, ayurvedic and Homeopathic treatment.

Reimbursement of Dental treatment is limited to INR 15,000 per family per annum and cosmetic dentistry is not covered by the scheme.

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In-charge
Internal Quality Assurance Cell
Reliance Jio Infocomm Limited, CIN:U72909MH2007PLC23412

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Dhruv
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand IV
Indirapuram, Ghaziabad-201014
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Manager Family

You will be covered by the Group Medclaim Policy and will be entitled to reimbursement of hospitalization expenses for self and family as detailed in the table hereunder. The Mandatory debits as below will apply:

Family Definition	Benefits	Mandatory Debit (p.a.)
Self, Spouse and 3 dependent Children (up to 25 years) and dependent parents	Floater Medclaim Policy of INR 5 Lacs	INR 15,771/- per annum per family of max. 7 persons.

Hospital Room Category - Maximum room eligibility of up to Non-Deluxe Single Room

iii) Group Term Life Insurance

Every Employee is insured by Group Term Life Insurance.

The Insured amount and corresponding premium [Mandatory debit] are as under:-

Total Committed Pay	Sum Assured	Debit in Fixed Pay
Up to INR 24,99,975/-	INR 25 Lacs	INR 3,355/- p.a.
From INR 24,99,975/- to INR 49,99,975/-	INR 50 Lacs	INR 9,687/- p.a.
From INR 49,99,975/- to INR 74,99,975/-	INR 75 Lacs	INR 16,777/- p.a.
INR 74,99,975/- and above	INR 100 Lacs	INR 21,846/- p.a.

BENEFIT CLAUSE

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

II. Retirals

a) Provident Fund

Employer contribution to the Provident Fund @ 12% of Basic salary.

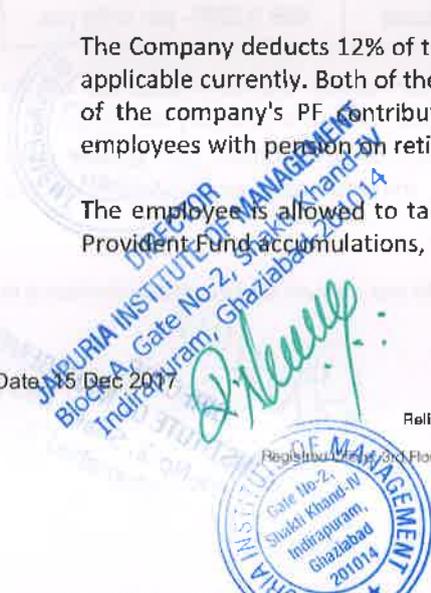
The Company deducts 12% of the employee's Basic salary and makes an equal contribution, as per PF rules applicable currently. Both of these are remitted on a monthly basis to the company's PF Trust / RPFC. A part of the company's PF contribution is deposited to the Employees PF Pension Fund / RPFC, to provide employees with pension on retirement or after completing a specified period of service.

The employee is allowed to take loans for specific purpose (i.e. marriage of self & housing) against ones Provident Fund accumulations, as per the provisions of the Provident Fund Act.

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Indirapuram, Ghaziabad

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In case of separation prior to retirement, the employee will get his Provident Fund and Pension Fund accumulations transferred to his next employers. If employee is not taking up further employment, he may claim the PF accumulation after a waiting period of 60 days. In case the employee takes up further employment overseas, the waiting period of 60 days may be waived.

b) Gratuity/Ex-gratia

Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic salary.

All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company. However, eligibility for contribution to the Gratuity Trust / Fund commences from day 1 of employment and in the event of separation before 5 years, the same will be paid as ex-gratia, except in case of separation arising out of disciplinary grounds.

Gratuity is calculated as under:

Last Drawn Basic Salary / 26 days x 15 days x number of completed years of service.

In the case of death, the minimum service requirement does not apply.

For the purpose of calculating Gratuity, periods of service of 6 months or more will be considered as equivalent to one year and less than 6 months will not be counted. Income Tax on Gratuity will be applicable as per Income Tax Rules.

In the event of an employee does not complete 5 years of continuous service, ex-gratia will be paid to the tune of gratuity accumulated and will be subject to prevailing Income Tax Rules.

III. Performance Linked Incentive (PLI):

PLI is computed on the basis of a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance.

PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, when the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

PLI will be subject to tax.

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws.



P. Narayana
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

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Jaipuria Institute of Management
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TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. **Medical Fitness:** Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. **Verification of Particulars:** In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

3. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that;

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein;
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions;
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses) due to any act, omission, violation or breach of any of your representations, warranties, and covenants;
- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

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Zkayy
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

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- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and
- h. The terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and the terms, covenants, and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

4. **DUTIES AND RESPONSIBILITIES:**

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company and its Clients.

You are required to engage yourself exclusively in the work assigned by the company and its client and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Client or any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company or its clients. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

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e. Work hours: Your working hours at your place of posting shall be as per the rules and regulations of the Client, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

f. Non-disclosure: You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.

g. Confidentiality: You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company and its clients. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its client or subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

h. Proprietary Rights: You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning,



Zikrus
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand, IV
Indirapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell
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transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor 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 sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Date: 15 Dec 2017

In-charge
Internal Quality Assurance Cell



Signature of Prachi Kaushik
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No. 2, Sector-10, Indrapuram, Ghaziabad-201014



Prachi Kaushik

RJIL/53627621/11320642/151217/1926

Annexure - II

m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.

n. **Model Release :** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.

o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

TERMINATION OF EMPLOYMENT:

a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.

c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

Date: 15 Dec 2017

Page 18 of 21

In-charge
Normal Quality Assurance Cell



Director
Jaipuria Institute of Management
Block-A, Gate No-2, Shalimar Khanda, Indrapuram, Ghazipur, 201014

Jaipuria Institute of Management
Normal Quality Assurance Cell

Prachi Kaushik

RJIL/53627621/11320642/151217/1926

Annexure - II

d. Absenteeism: If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

- i) Return to work within 8 days from the commencement of such absence, and
- ii) Give an explanation to the satisfaction of the Management regarding such absence

e. Medical Fitness: The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.

f. Notice Period: Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.

g. Termination for Misconduct: Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

h. Harassment: The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

i. Non-compete: In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or other wise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.

j. Recovery of Payments: Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

6. GENERAL:

a. Training: You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be

Date: 15 Dec 2017

In-charge
Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Page 19 of 21

Prachi Kaushik

RJIL/53627621/11320642/151217/1926

Annexure - II

borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

b. Rules Regulations and Policy on Ethics: You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company and our client publish from time to time. These include a requirement that you 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.

c. Media Interaction: You will not interact with the media - electronic, print or otherwise in

i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.

ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.

iii. You shall also not disclose non public information selectively to any particular group as it may lead to unfair advantage / discrimination.

iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.

v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

d. Dispute Jurisdiction: It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

e. Entire Agreement: This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.



Prachi Kaushik
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand IV
 Indrapuram, Ghaziabad-201014

In-charge
 Internal Quality Assurance Cell

Internal Quality Assurance
 Jaipuria Institute of Management
 Indrapuram, Ghaziabad

Date: 15 Dec 2017



Prachi Kaushik

RJIL/53627621/11320642/151217/1926

Annexure - II

- f. **Age:**Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:**You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:**You are required to have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Suspension:**You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- j. **Travel:**You shall make your own transport arrangements to and fro from the place of work.
- k. **Documentation:** Please submit the following documents, if not submitted earlier:
 - i. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
 - ii. Three copies of your recent passport size photographs with blue background.
 - iii. Relieving letter & salary certificate from your last employer in case you are/were employed.
 - iv. Copy of Aadhar Card / Passport / Voter ID / License / any other document for photo identity and PAN card.
 - v. Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:Prachi Kaushik



Prachi Kaushik
DIRECTOR
JAI PURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Signature

Date:

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Date: 15 Dec 2017

Page 21 of 21



24/08/2017

Subject: Offer Letter for Public Relations Management Trainee

Dear Shivangi,

We are pleased to offer you, the position of Public Relations Management Trainee with INNOLABZ LLP on the following terms and conditions:

1. Job title

Your Fast Track Career Programme with Innolabz will be:

Job Title	Remuneration	Period
Management Trainee	15000/-	6 Months
Assistant Manager	Depend on Performance	-

Your job title for 6 Months will be **Management Trainee** and according to your performance, you will be getting the position of **Assistant Manager** in our organisation.

2. Place of posting

You will be working at INNOLABZ premises in Noida. **Address** -: C-108, Sector 2, Noida, Uttar Pradesh – 201301

3. Hours of Work

The normal working days are Monday through Friday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9:00 am to 6:00 pm and if necessary for additional hours depending on your responsibilities.

4. Nature of duties

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


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

2. Confidential Information

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

8.

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

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

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

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

8. Acceptance of our offer

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

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

Yours Sincerely,

Srishti Garg

HR Department

Innolabz LLP

INNOLABZ LLP

Regd. Office: 321, Tower B4, Spaze IT Park, Sohna Road, Gurgaon, Haryana – 122018

Corp. Office: C-108, Sector 2, Noida, Uttar Pradesh – 201301

LLPIN - AAI•6791

GST: 06AAGFI2383AIZS

February 12, 2018

Deepali Sinha
Noida

Letter of Intent

Dear Deepali,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you the position of "Executive" for our Risk Assessment & Background Screening Business Vertical based at our "Noida" office as per the terms and conditions discussed and agreed upon.

Your CTC will be **Rs. 2.10 LPA**

You are requested to join us on or before **February 12, 2018**.

A formal appointment letter shall be issued to you post your joining. You are requested to submit the following documents at the time of joining:

- 1 Copy of Resignation Letter Duly Signed & Accepted.
- 2 Copy of your educational certificates.
- 3 Two passport size photographs.
- 4 Copy of your Pan Card (Mandatory)
- 4 Copy of your Aadhar Card (Mandatory)
- 5 Candidate Declaration Form (Enclosed along with Letter of Intent)

Please be advised that this offer is subject to Background Verification which will be conducted on the basis of the information submitted by you in the 'Candidate Declaration Form' (CDF) appended herewith. If any details provided in the 'Candidate Declaration Form' is found to be incorrect/incomplete/deceptive then this offer may be revoked at the sole discretion of the management.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Please sign the duplicate copy of this letter as a token of your acceptance to our offer.

Sincerely Yours,

Naborita Paul

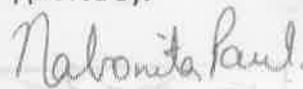
Naborita Paul
(Human Resources)



Deepali Sinha
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Deepali Sinha
In-charge
Internal Quality Assurance Cell

Annexure A.

Name : Deepali Sinha			
Department : Risk Assessment and Background Screening Business			
DOJ : February 12, 2018			
Designation : Executive			
Location : Noida			
		2017-2018	
		Monthly	Annum
Part A	Basic	8750	105000
	HRA	4375	52500
	Conveyance	1600	19200
	Medical Allowance	0	0
	Special Allowance	979	11748
	Leave Travel Allowance	0	0
Gross Salary (Total A)		15704	188448
Part B	PF Employer	1050	12600
	ESIC Employer	746	8952
Total Employer Contribution (Total Part B)		1796	21552
Part C	Total CTC=A+B	17500	210000
Part D	PF Employee	1050	12600
	ESIC Employee	275	3300
Total Employee Contribution (Total Part D)		1325	15900
Net Take Home (Pre Tax)= A-D		14379	172548
Note: All income tax rules and PF are as applicable			
Approved By:			
			
Nabonita Paul			
Human Resource			



Sanandi Chopra <sanandi@jaipuria.edu.in>

Fwd: Offer Letter :: Onicra Credit Information Company Limited

smiler iqbal <ahmadiqbal1112@gmail.com>
To: Sanandi Chopra <sanandi@jaipuria.edu.in>

Thu, Feb 13, 2020 at 7:44 PM

Hi Mam,

Hope you are doing well,

Here is my offer letter of Onicra.

Thanks and regards
Ahmad iqbal

----- Forwarded message -----

From: **Nabonita Paul** <Nabonita.Paul@onicrainfo.com>
Date: Thu 8 Feb, 2018, 6:47 PM
Subject: Offer Letter :: Onicra Credit Information Company Limited
To: ahmadiqbal1112@gmail.com <ahmadiqbal1112@gmail.com>
Cc: Abhishek Singh <abhishek.singh2@onicrainfo.com>, Jyoti Tanwar <Jyoti.Tanwar@onicrainfo.com>

Dear Ahmad ,

Congratulations!!!

We are pleased to inform that you have been offered the position of **Executive** profile at **Risk Assessment and Background Screening** Vertical at our Noida office.

Please find enclosed the Letter of Intent and you are requested to join us on **February 12 , 2018**. Kindly send across the cancelled copy of a blank cheque of current Bank Account at the time of joining.

There would be one time non-refundable cost which will be deducted from employee's first month salary. This would be used for Internal purpose only.

Category of Employee	Cost
Fresher	INR 2500
Experienced	INR 3000



D. Narain
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

For any queries, please feel free to communicate anytime on the below mentioned numbers.

In-charge
Internal Quality Assurance Cell

Best Regards,
Nabonita Paul

Human Resource

Phone # 0120 -3009915/ 9654720718

nabonita.paul@onicra.com | www.onicrainfo.com

ONICRA Credit Information Company Limited

B-44, Sec 57, Noida, Uttar Pradesh

This e-mail and any files transmitted with it are confidential and/ or may contain privileged material and is intended solely for the person or entity to whom it is addressed. If you are not the named addressee/intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. If you have received this e-mail by mistake, please notify the sender immediately by e-mail and delete the e-mail from your computer/system. Please note that any views or opinions presented in this email are solely those of the author and do not necessarily represent those of the company. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

 **Ahmad Iqbal.LOI.pdf**
487K

Handwritten signature and stamp of Ahmad Iqbal, Director of Operations, ONICRA Credit Information Company Limited. The stamp includes the company name in Hindi and English, and the address: B-44, Sector 57, Noida, Uttar Pradesh.



Sl. No.	Department

Handwritten signature and stamp at the bottom of the page, likely related to the document's processing or approval.



Sanandi Chopra <sanandi@jaipuria.edu.in>

Fwd: Offer Mail

1 message

nishu singh <singh.nishi1322@gmail.com>
To: sanandi@jaipuria.edu.in

Thu, Feb 13, 2020 at 5:45 PM

----- Forwarded message -----

From: **Suchi Khandelwal** <suchi.khandelwal@arihantcapital.com>
Date: Thu, 23 Nov 2017, 17:12
Subject: Offer Mail
To: <singh.nishi1322@gmail.com>
Cc: <saniya.shaikh@arihantcapital.com>, <hari.kishan@arihantcapital.com>

Dear Nishu,

We are pleased to offer you the position of **Management Trainee** with us here at Arihant Capital Markets Ltd at **Gurgaon** location. As discussed, Your CTC will be **INR. 2,52,000/- PA.**

Your date of joining will be on or before 8th Jan 2018.

The appointment letter will be given to you on successful submission of the following documents:

1. Educational certificates
2. Last employers Experience certificates
3. Last three months' salary slips
4. 2 passport size photographs
5. Id proof - photo and address proof.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Please acknowledge the mail as an acceptance and revert with your resignation acceptance copy and two references of your previous organisation through an email.

Kind Regards

Suchi Khandelwal

Executive - HR

ARIHANT Capital Markets Ltd

6 Lad Colony, Y.N. Road

Indore-452001



S. Khandelwal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell

India

B. +91. 0731. 4217100

D. +91. 0731. 4217176

F. +91. 0731. 4217199

W. www.arihantcapital.com

Arihant is Forbes Asia's '200 Best under a \$8billion' Company

India's 'Best Emerging Commodity Broker' 2011 (Financial Leadership Awards by UTV Bloomberg)

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in-charge
of Quality Assurance



Sanandi Chopra <sanandi@jaipuria.edu.in>

Fwd: Offer Mail

swati singh <swatisingh0853@gmail.com>
To: Sanandi Chopra <sanandi@jaipuria.edu.in>

Fri, Feb 14, 2020 at 4:18 PM

Hi ma'am ,

Please find my offer letter received from campus placement.

----- Forwarded message -----

From: **Suchi Khandelwal** <suchi.khandelwal@arihantcapital.com>
Date: Thu, 23 Nov 2017 17:04
Subject: Offer Mail
To: <swatisingh0853@gmail.com>
Cc: <saniya.shaikh@arihantcapital.com>, <hari.kishan@arihantcapital.com>

Dear Swati,

We are pleased to offer you the position of **Management Trainee** with us here at Aриhant Capital Markets Ltd at **Indore** location. As discussed ,Your CTC will be **INR. 2,52,000/- PA.**

Your date of joining will be on or before 8th Jan 2018.

The appointment letter will be given to you on successful submission of the following documents:

1. Educational certificates
2. Last employers Experience certificates
3. Last three months' salary slips
4. 2 passport size photographs
5. Id proof - photo and address proof.

Please acknowledge the mail as an acceptance and revert with your resignation acceptance copy and two references of your previous organisation through an email.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

Kind Regards

Suchi Khandelwal

Executive - HR

ARIHANT Capital Markets Ltd

6 Lad Colony, Y.N. Road



Suchi Khandelwal
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell

Indore-452001

India

B. +91. 0731. 4217100

D. +91. 0731. 4217176

F. +91. 0731. 4217199

W. www.arihantcapital.com

Arihant is Forbes Asia's '200 Best under a \$Billion' Company

India's 'Best Emerging Commodity Broker' 2011 (Financial Leadership Awards by UTV Bloomberg)

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Internet communications cannot be guaranteed to be timely, secure, error or virus-free. The sender does not accept liability for any errors or omissions.



Handwritten signature and text: "Arihant Capital, Indore, India" and "Arihant Capital, Indore, India" with a date stamp "20/05/2012".



PRIVATE AND CONFIDENTIAL

132230
January 10, 2018

Hardeep Singh
1886/1, Chopra Gali, Khaira
bad, Sultanpur City, UP
-228801, UTTAR PRADESH

Dear Hardeep,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : sweta.mishra@icicisecurities.com

Telephone (Direct) : 022-40701137

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Yours sincerely,

For ICICI Securities Ltd

Sweta Mishra
Chief Manager - Human Resources



Sweta Mishra
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Sweta Mishra
In-charge
Internal Quality Assurance Cell



PRIVATE AND CONFIDENTIAL

132230
January 10, 2018

Hardeep Singh
New Delhi

Dear Hardeep,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Senior Relationship Manager - MFA". You will be placed in "Mutual Fund" Department and "Mutual Fund" Function at New Delhi.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before January 24, 2018. You are required to complete and submit your NISM Series V-A (Mutual Fund Distributors certification) on or before your date of joining.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2018. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 1,22,500/- (Rupees One Lakh Twenty Two Thousand Five Hundred Only) per annum.

Hardeep Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014
Gate No. 2,
Shakti Khand-IV
Indirapuram,
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201014

In-charge
Internal Quality Assurance Cell

Allowances:

7. Your House Rent Allowance will be Rs. 61,250/- (Rupees Sixty One Thousand Two Hundred Fifty Only) per annum.
8. You shall be entitled to Medical Reimbursement up to Rs. 15,000/- (Rupees Fifteen Thousand Only) per annum.
9. You shall be entitled to Leave Travel Assistance of Rs. 25,521/- (Rupees Twenty Five Thousand Five Hundred Twenty One Only) per annum.
10. You shall be entitled to Transport Allowance of Rs. 19,200 /- (Rupees Nineteen Thousand Two Hundred Only) per annum.
11. You shall be entitled to Personal Pay of Rs. 91,829/- (Rupees Ninety One Thousand Eight Hundred Twenty Nine Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

12. Comprehensive Medclaim Coverage for you will be up to Rs. 4 Lacs per annum. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years .
13. Personal Accident Insurance coverage upto Rs.15 Lacs for permanent disablement or death due to accidents.
14. Death benefit as per company policy in case of untimely demise while in the service.
15. Retirement Benefits of the Company; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Company policy.
16. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

Performance Bonus/ Sales Incentive Plan:

17. You will participate in the Company's Performance Bonus/ Sales Incentive Plan depending on the function you belong to. The pay out depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed bonus. The Performance Bonus/ Sales Incentive awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.



[Signature]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khanda-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Signature]
In-charge
Internal Quality Assurance Cell

Other Terms and Conditions of Service:

18. Professional Ethics & Confidentiality: While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses, management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.

19. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

20. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

21. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice.

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Ghaziabad

In-charge
Internal Quality Assurance Cell

D. K. Sharma
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



22. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;
- Wilful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

23. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity.

24. General: You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant Information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.

25. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies and procedures and Company's Rules of Conduct and Corporate Policies issued from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks and procedures may be amended by the Company at its discretion from time to time. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad


DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
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In-Charge
Internal Quality Assurance Cell

26. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

27. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

28. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:

To Employer: HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee 1886/1, Chopra Gali, Khaira
bad, Sultanpur City, UP
-228801, UTTAR PRADESH

It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

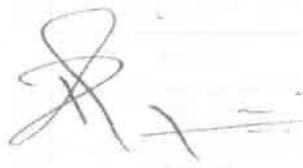


Ref No: JIM/HR/2014/1001
Date: 01/01/2014

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours Sincerely,

For ICICI Securities Ltd



Sajai Sadanandan
Assistant Vice President - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate



The block contains several official stamps and signatures. On the left, there is a circular blue stamp for Jaipuria Institute of Management, Gate No 2, Shakti Khand-IV, Indirapuram, Ghaziabad, 201014. Overlaid on this is a green handwritten signature and a blue stamp for the Director of Management, Block-A, Gate No-2, Shakti Khand-IV, Indirapuram, Ghaziabad-201014. To the right, there is a rectangular blue stamp for the Internal Quality Assurance Cell, Jaipuria Institute of Management, Indirapuram, Ghaziabad. Below this, there is another rectangular blue stamp with a handwritten signature and the text 'In-charge Internal Quality Assurance Cell'. At the bottom right, there is a faint 'Page 2' label.

REMUNERATION DETAILS		
NAME	Hardeep Singh	
JOB TITLE	Senior Relationship Manager - MFA	
GRADE	E	
Components	Monthly	Annually
Basic	10,208	122,500
HRA	5,104	61,250
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	2,126	25,521
Personal Pay	7,652	91,829
Retiral Benefits		
Employer's Contribution to PF	1,225	14,700
Total Fixed Pay	29,166	350,000
** Gratuity is payable after completion of 5 years of continuous service.		



Hardeep Singh
 DIRECTOR
 JAIPURIA INSTITUTE OF MANAGEMENT
 Block-A, Gate No-2, Shakti Khand-IV
 Indrapuram, Ghaziabad-201014





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

HDFC Bank Ltd.

20-Jun-2018

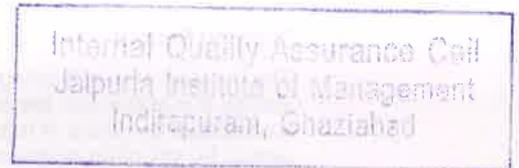
Applicant No.52398712

Name : Shivangi Sharma		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : NOIDA		
Contact No : 8272892165		
	Per Month (Rs)	Per Annum (Rs)
Base	7500	90000
Other Allowance	12840	154080
City Allowance *	1500	18000
Medical	1250	15000
Conveyance	1600	19200
Lunch Allowance	910	10920
Provident Fund		10800
Gross	25600	318000

Note: City Allowance - Linked to place of posting.



Welcome to the HDFC Bank family.



DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad - 201014

In-charge
Internal Quality Assurance Cell.

Applicant No. 52398712

1

www.hdfcbank.com

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Corporate Identity No.: L65920MH1994PLC080618



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

Personal & Confidential

20-Jun-2018

52398712

Shivangi Sharma

NOIDA

Dear Shivangi,

Further to the interview and discussion you had with us, we are pleased to offer you the position of RBB-PERSONAL BANKER in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90000/- p.a.
Allowance	: Rs. 154080/- p.a.
Medical	: Rs. 15000/- p.a.
Conveyance	: Rs. 19200/- p.a.
Lunch Allowance	: Rs. 10920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be NOIDA. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

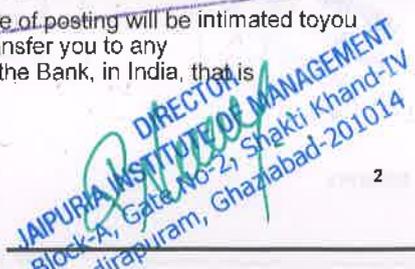
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In-charge
Internal Quality Assurance Cell





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

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

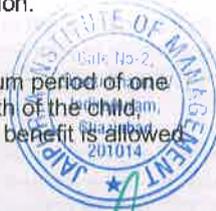
b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

Internal Quality Assurance Cell
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell



[Signature]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Kh...
Indrapuram, Ghaziabad-201014

Applicant No. 52398712



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

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CPO provided the nature of work is such that she may work from home.

Crèche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices / locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

Applicant No. 52398712

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khari
Indirapuram, Ghaziabad-201014



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

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the receipt of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED,

(Digitally Signed by R Gandhi.)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.



Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

Digitally signed by HDFC BANK LTD -
HUMAN RESOURCES - R GANDHI
Date: 2018.06.20 13:19:22 +05:30

Applicant No. 52398712

5

www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



Sanandi Chopra <sanandi@jaipuria.edu.in>

Fwd: Re: Offer Mail

Shubham Srivastava <shubham12363@gmail.com>
To: sanandi@jaipuria.edu.in

Tue, Feb 18, 2020 at 12:33 PM

Dear Shubham,

We are pleased to offer you the position of **Management Trainee** with us here at Arihant Capital Markets Ltd at **Gurgaon** location. As discussed, Your CTC will be **INR. 2,52,000/- PA.**

Your date of joining will be on or before 8th Jan 2018.

The appointment letter will be given to you on successful submission of the following documents:

1. Educational certificates
2. Last employers Experience certificates
3. Last three months' salary slips
4. 2 passport size photographs
5. Id proof - photo and address proof.

Please acknowledge the mail as an acceptance and revert with your resignation acceptance copy and two references of your previous organisation through an email.

Kind Regards

Suchi Khandelwal

Executive - HR

ARIHANT Capital Markets Ltd

6 Lad Colony, Y.N. Road

Indore-452001

India

B. +91. 0731. 4217100

D. +91. 0731. 4217176

F. +91. 0731. 4217199

W. www.arihantcapital.com



S. N. Chopra
DIRECTOR OF MANAGEMENT
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

S. N. Chopra
In-charge
Internal Quality Assurance Cell

Arihant is Forbes Asia's '200 Best under a \$Billion' Company

India's 'Best Emerging Commodity Broker' 2011 (Financial Leadership Awards by UTV Bloomberg)

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Arihant Quality Assurance Cell
Internal Use Only
Confidential

Arihant Quality Assurance Cell
Internal Use Only
Confidential



Director
Arihant Quality Assurance Cell
Internal Use Only
Confidential

Personal and Confidential

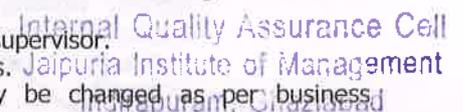
March 15, 2018

Ms. Shweta Singh
River view apartment
Tilak Marg, Hazratganj
Lucknow- 226 001
Mob# +91 98990 53729
E-mail: rathoreshweta1994@gmail.com

Dear Shweta,

We refer to your discussions with us. We are pleased to offer you an employment with us on the following terms and conditions:

- 1. Position: Management Trainee**
- 2. Location:** You will be working out of our office at Nehru Place, New Delhi.
- 3. Remuneration:** You would be paid annual salary of INR 2,64,000/- (Rupees Two Lakh Sixty Four Thousand Only) as per attached annexure -1. These would be subject to applicable tax deductions etc as per India Income Tax Laws. During on the job training period upto 31st October 2018, there is no incentive payable. However, the same is payable from 1st November 2018 based on performance. Please note that the salary information is strictly confidential and you are advised not to discuss it with any person other than the management.
- 4. Reimbursement of Expenses:** You will be reimbursed for the ordinary and necessary expenses, at actual, as may be incurred to discharge official duties hereunder i.e. Telephone expenses, Broadband expenses, Conveyance expenses (for official purpose), Business Development expenses provided all are supported with original bills.
- 5. Scope of Assignment:** You would be required to undergo 6 months of 'on the job' training, this would also include a few classroom sessions. Your broad scope of assignment will be inclusive of but not limited to the following:
 - a. Execute mandates of clients through sourcing, assessing & submitting right candidates.
 - b. Work on specific projects as per the requirements.
 - c. Engage and deliver on mandates.
 - d. Help with potential client lead generation.
 - e. Take IndiHire to greater heights with hard work, commitment & performance.
 - f. Assist supervisor on special projects as per the need & requirements.
 - g. You shall submit a detailed report on the work done by you on monthly basis.
 - h. **Keep special focus on candidate proper assessment before being referred to the client.**
 - i. Carry out research & analytical work as assigned by the supervisor.
 - j. Trace and prepare industry reports as per business needs.
 - k. Above is not an exhaustive list of activities, it may be changed as per business



709, Bhandari House | 91, Nehru Place | New Delhi 110019, India
T: + 91-11-4109 6816 | E mail: info@indihire.com
Website: www.indihire.com

In-charge
Internal Quality Assurance Cell

requirements & market situations.

6. **Tax:** As per applicable Indian Tax Laws.
7. **Responsibility of company property:** You will be responsible for the safekeeping and return, in good condition and order, of all company property (Desktop/Laptop/Phone etc), documents, brochures, books, presentations, reports etc. including any files, memoranda, correspondence, vendor and customer lists, financial data, keys and security access cards, and any other materials or documents which may be in your use, custody or charge.
8. **Working Hours:** 8 hrs 45 minutes between IST 8.15 am to 7.00 pm on flexible basis for five working days (Monday to Friday).
9. **Probation:** You would be on probation for first 6 months; upon satisfactory performance, you would be confirmed. Next salary appraisal will happen after completing one year of service. You will be eligible for leaves as per company policy.
10. **Abandoning Clause:** Absence for a continuous period of 7 days without prior approval of your superior (including overstay on leave or applied but non-approved leaves), would result in losing your lien on the service and the same shall automatically come to an end without any notice or intimation.
11. **Part time Work and Confidentiality Contract:** It is binding on you to keep all company affairs strictly confidential. You will not divulge any of the company's commercial and technical activities (internal or client or candidate related) to any third party. This obligation to maintain confidentiality shall survive for a period of 1(one) year, from the date of expiry or earlier determination of this Agreement. No paid/unpaid timework, vocation or business similar to IndiHire Consultants either in your name or benami is permitted. You undertake not to make any claim from the organization regarding any additional costs, expenses beyond that specifically authorized by the organization. You further undertake not to accept for your own benefit any trade commission, discount or similar additional payment from the organization or any third party in connection with the employment.
12. **Restricted Activity:** Employee is not allowed to login into job portals (Naukri / Monster / Paid LinkedIn with company registered account) outside office without permission in writing from the management.

13. Other terms:

- a. Nothing herein shall deem to confer on you any authority to incur any obligation or liability on behalf of the organization.
- b. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press or any other media, including magazine publication relating to the Company or its services or with respect to any matter with which the Company may be concerned, unless you have been specifically authorized by the Company, in writing.
- c. You may develop or create itself or jointly with the organization including but not limited to any original concepts, ideas, opinions, agreement, plans, presentations, data base, products, processes, methodologies, frameworks, models, interpretations, manuals, reports, working notes, papers intellectual property during the course of your employment (hereinafter collectively referred to as "Works"). You agree that the Works shall be and remain to sole property of the organization. During the term of your



709, Bhandari House | 91, Nehru Place | New Delhi 110019, India
T: + 91-11-4109-6871 | E: info@indihire.com
Website: www.indihire.com
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram Ghaziabad

employment or after its expiry, you shall not in any way make use of any such Works without prior written permission of the organization.

- d. This offer of employment is issued subject to our understanding that you have obtained all necessary Approvals/No Objection Certificates from your previous employer and any other such entities. Also, that your background check has come out clean.

14. Joining Date: As agreed, you will join us on or before April 16, 2018.

15. Publishing company client names & other confidential data on social media: You must not publish any client confidential data or any other data of similar nature on the social media, like LinkedIn or any other online medium during your employment with IndiHire and also not post any such data for a period of 2 years after you leave IndiHire.

16. Acceptance: Your formal acceptance of these terms & conditions should be confirmed by countersigning & returning the enclosed* copy of this letter.

17. Termination: This contract can be terminated by either parties by providing 1 (one) week's written notice during probation period and 1 (one) month after completion of the probation period.

18. Governing Law & Jurisdiction: This agreement will be governed in accordance with the laws of India, without giving effect to the principles of conflict of laws thereof and shall be subject to the exclusive jurisdiction of the Court or Tribunal at New Delhi, India.

For IndiHire HR Consultants (P) Ltd

Shilpi Bahuguna
HR Manager

*Encl: a/a

I have read the above terms & conditions and accept the same.

Signature :
Name :
Date :

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad



D. K. Singh
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014

In-charge
Internal Quality Assurance Cell

Annexure 1

Name	Shweta Singh
Designation	Management Trainee
Location	New Delhi
Annual Cost to Company(CTC) FY 2018-19	264,000

Salary Head	Amount (INR per annum)
Basic	92,400
House Rent Allowance	46,200
Transport Allowance	19,200
Special Allowance	95,112
Provident Fund (Employer Contribution)	11,088
Total CTC / Taxable Salary	264,000

Other information:

*Gratuity, Group Medical Policy and Group Accidental Policy will be outside the above compensation structure.



When it's about money..



Letter of Offer

Strictly Private and Confidential

18-Feb-2018

Ms. Shilpi Mishra,

C-74,Sf-3,Shalimar Garden Extension-2,Sahibabad,Ghaziabad(UP) 201005.

Dear Shilpi Mishra,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is only an offer letter and is contingent upon you clearing the background verification, reference checks and also on certification of your medical fitness.

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as **Management Trainee - Premia** at **Management Trainee** grade based at **Gurgaon**. Your per annum fixed **Cost To Company (CTC)** (inclusive of all statutory payments) shall be **Rs.3,00,000.00/- p.a. (Rupees Three Lakhs only)**. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws.

You shall be under probation for a period of six months from your joining date, and subject to your performance, the Company may confirm your appointment, upon such additional terms and conditions, as may be required.

Your date of joining will not be later than **21-Feb-2018**.

You shall receive your Appointment Letter detailing the terms and conditions of your appointment. Upon first login to the Company's interface – "Adrenalin", you shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time.

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter within seven (7) days of the date of offer, failing which this offer shall stand withdrawn.

India Infoline Limited (Formerly "India Infoline Distribution Company Limited") Classification: Class B

Corporate Identify Number: **U99999MH1996PLC132983**

Corporate Office: IIFL Centre, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai – 400013 Tel: (91-22) 4249 9000/4060 9000

Fax: (91-22) 4060 9049

Regd. Office: 143, MGR Road, Perungudi, Chennai, Tamil Nadu – 600 096 Tel: (91-44) 4398 2500 Fax: (91-44) 4380 4002

E-mail: mail@indiaonline.com Website: www.indiaonline.com

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

When it's about money..



We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Kindly carry this offer letter along on your day of joining.

Thanking you,

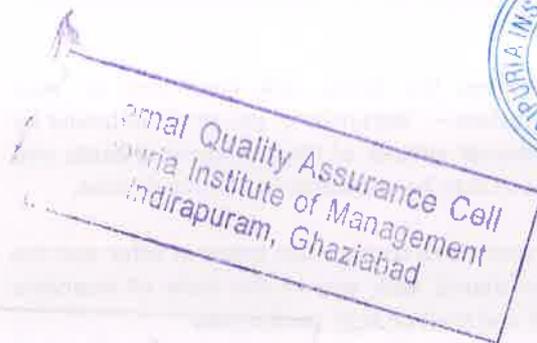
For, IIFL

A. Mathur

Anand Mathur
President-HR

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

Ms. Shilpi Mishra
Date: 18-Feb-2018



ANNEXURE A

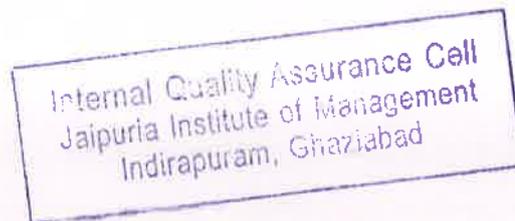
India Infoline Limited (Formerly "India Infoline Distribution Company Limited") Classification: Class B
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E-mail: mail@indiainfoline.com Website: www.indiainfoline.com

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Documents to be submitted at the time of joining:

1. Four Passport size colored photographs in formal attire.
2. Two Professional References (Name, Designation, Contact No, Address)
3. Email address of the previous employer.
4. A copy of the qualification certificates and other certificates (like NCFM, IRDA etc)
5. A copy of past experience certificate along with the last 2 months pay-slips
6. A copy of the salary certificate or Form - 16 of previous organization.
7. A copy of the Photo ID (Driving license / Passport / Voter's ID / Adhaar)
8. Medical / Fitness certificate issued by a Doctor or a pathological laboratory.
9. A copy of the Pan card.
10. UID (Adhaar Number)



India Infoline Limited (Formerly "India Infoline Distribution Company Limited") Classification: Class B

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Fax: (91-22) 4060 9049

Regd. Office: 143, MGR Road, Perungudi, Chennai, Tamil Nadu – 600 096 Tel: (91-44) 4398 2500 Fax: (91-44) 4380 4002

E-mail: mail@indiainfoline.com Website: www.indiainfoline.com



Sanandi Chopra <sanandi@jaipuria.edu.in>

Fwd: Offer letter-SMC Investments And Advisors LTD

2 messages

Akshulika Singh <akshulikasingh018@gmail.com>
To: Sanandi Chopra <sanandi@jaipuria.edu.in>

Wed, Feb 19, 2020 at 1:17 AM

FYI

----- Forwarded message -----

From: **KANIKA SHARMA** <kanikas@smcinvestments.co.in>

Date: Mon, Jan 29, 2018 at 8:34 PM

Subject: Offer letter-SMC Investments And Advisors LTD

To: akshulikasingh018@gmail.com <akshulikasingh018@gmail.com>

Cc: Amod Bajaj <amodbajaj@smcinvestments.co.in>, Shilpi Singh <shilpis@smcinvestments.co.in>

Dear Akshulika

Congratulations!!

We are pleased to offer you the position of **Immigration Consultant (Delhi)** location on the terms and conditions mutually discussed and agreed by us.

The formal appointment letter will be issued to you on your joining our organization. Any change in the Date of Joining by you must be informed in advance to the Company in writing, failing which the offer shall be deemed null and void.

We trust that your knowledge, skills and experience will be our most valuable assets.

Name	Designation	CTC (P.A)
Akshulika Singh	Immigration Consultant	2,50,000

Apart From CTC you are also eligible for reimbursement as per the company policy.

DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

You are requested to submit the following documents at the time of joining.

- Original and attested copies of Education Certificates and mark sheets.
- Five recent passport size color photographs.
- Relieving / experience letter from previous employer.
- Date of Birth proof.
- Last salary slip from previous employer.
- Address proof (like Passport, Driving license, Voter ID Card)
- Cancelled Cheque

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

In-charge
Internal Quality Assurance Cell

Thanks & Regards

Kanika Sharma

Kanika Sharma
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Assistant Manager- HR



Building Wealth,
Enriching Lives

SMC Investments and Advisors Limited

11/5 B, 3rd Floor, Pusa Road,

New Delhi – 110005

Main : (+91-11) 43190800

Facsimile : (+91-11) 23321890

Hand phone : (+91) 9560886598

Website : www.smcinvestments.co.in

This e-mail contains confidential information or information belonging to SMC Investments and Advisors Limited and is intended solely for the addressees. Unauthorized disclosure, use, dissemination or copying (either whole or partial) of this e-mail, or any information it contains, is prohibited. E-mails are susceptible to alteration and their integrity cannot be guaranteed. SMC Investments and Advisors Limited shall not be liable for this e-mail if modified or falsified. If you are not the intended recipient of this e-mail, please delete it immediately from your system and notify the sender of the wrong delivery and the mail deletion.

Sanandi Chopra <sanandi@jaipuria.edu.in>
To: Akshulika Singh <akshulikasingh018@gmail.com>

Tue, Feb 18, 2020 at 12:00 PM

Thank you!

[Quoted text hidden]

Sanandi Sachdeva
Assistant Professor



**JAIPURIA INSTITUTE
OF MANAGEMENT**

EMPOWER • ENTRUSE • EXCEL

Jaipuria Institute of Management
Block A, Gate No-2, Shakti Khand
IV
Indrapuram, Ghaziabad-201014
(U.P.)
T: (+91)120-4550100
M: +91 9650109730
E: sanandi@jaipuria.edu.in



Handwritten signature and stamp of Sanandi Sachdeva



TCI

LEADERS IN LOGISTICS

12th June 2018

TC1/HRD/139301/2018
Mr. Shubham Boni,
S/o Mr. Sunil Boni,
H.No. 232 Niti Khand-3,
Indrapuram Ghaziabad,
Ph. No. +91 8800778770.

Subject: Letter of Appointment

Dear Shubham,

With reference to your candidature and subsequent interview you had with us, we are pleased to conform you appointment as **Officer — Business Development** as per mutually agreed terms and conditions effective from **12th June, 2018:**

1 Your place of posting will be at our **TCI Madurai Controlling Office (MDRC)**. You will be reporting to **Mr. B B Giri, Regional Manager, TCI Freight Chennai Regional Office.**

2 You will be paid a basic salary **RS. 11,550 (Rupees Eleven Thousand Five Hundred Fifty only)** per month.

3. In addition to your basic salary you will be eligible for the following:

I. Equivalent to 50% of your basic salary or actual rent paid, whichever is less as House Rent Allowance in the event of you staying in rental accommodation subject submission of House Rent Declaration.

II. You will be eligible for perks and allowances as per company policy applicable to your category from time to time.

III. You will be covered under Employees Provident Fund and Misc. Prov. Act. 1952 and Scheme there under.

IV. You will be eligible for Gratuity as per pension of Payment of Gratuity Act.

V. You shall be covered under the Company's Group Personal Accident Insurance Policy on submission of declaration form which will be effective after one month from the date of joining.

VI. You will be covered under Mediclaim Insurance, as the case may be, subject to submission of necessary declaration.

VII. You will be eligible for Earned Leave, Casual leave, Medical Leave and family care leave as per Company rules applicable to your category from time to time.

During the course of employment, you shall not take up any other employment or assignment elsewhere and shall devote your time and endeavor to sincerely and diligently discharge duties entrusted to you.

5 Your services are transferable to any other office in India or abroad or to any of our associate/subsidiary companies in any of the country where we have our interests and you will abide by the terms and norms of the establishment to which you are transferred

Pramod Kumar Jain

In-charge
Internal Quality Assurance Cell

Shubham Boni
Cont

Transport Corporation of India Limited

Corporate Office : TCI House, 69, Institutional Area, Sector-32, Gurugram -122001, Haryana (India)

Ph. No.: +91 124-2381603, Fax.: +91 124-2381611 E-mail : corporate@tcil.com Web : www.tcil.com

Regd. Office:- Flat Nos. 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - 500 003 (Telangana)

-: 2 :-

6. You will be on probation for a period of **Six Months** from your date joining. Confirmation is subject to your performance and approval from your Reporting manager/ HOD/ CEO. During the period of probation, your services can be terminated by either side giving 24 hours' notice. Your probation period can be extended in case of non-satisfactory performance during the above period. On completion of above probation period this employment can be terminated by either side by giving two month notice to the other side in writing or on payment two month basic salary in lieu thereof.
7. You hereby agree that for a period of six months after termination of your services, you will not directly or indirectly solicit or endeavor to entice away from the Company any of its clients or employees. You hereby agree with the Company that the aforesaid is considered to be reasonable in all circumstances for the Company's legitimate interest.
8. In the event that the termination in either of the situations above, wherein the notice of termination is given at the instance of employee, the Company shall have the sole discretion to decide the date of relieving during the notice period including the right expressly reserved hereby to waive the notice period in full or part, without paying any amount towards the balance notice period
9. Continuation of your employment in our organization is subject to verification of antecedents, document and past employment events, your appointment is liable to be terminated automatically in the event of any material unnatural information is found suppressed or undisclosed or documents submitted are found to be fabricated, forged or misrepresenting.
10. You shall not, without prior approval of the Company, undertake any other business or profession or be a director, employee or agent of any other company, firm or person or assist or have any financial interest in any other business or profession (whether whole or part-time), except that nothing in this clause shall prevent you from owning or acquiring shares or securities in any other Company which is listed on any recognized Stock Exchange or make any investment in any other bona-fide financial organization except in accordance with investment policy of the Company, if any.
11. During the period of employment and there after you will not divulge either by word of mouth or otherwise any information detrimental to the interest of the company to any one or take away with you any account, information, records, statistics, blue print, security arrangement, administrative and/or organizational matters, whether confidentially secret or otherwise or any other documents related to the business of our company without obtaining express written sanction from competent Authority.
12. Subject to this employment being continued, you shall be superannuated on attaining the age of 58 years or as per the rules in force.
13. You shall maintain the dignity of our office and shall deal with all the matter with sobriety.

Pramod Kumar Jain



Shubham Boni
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Shubham Boni
Cont

In-charge
Internal Quality Assurance Cell

Transport Corporation of India Limited

Corporate Office : ICI House, 69, Institutional Area, Sector-32, Gurugram -122001, Haryana (India)

Ph. No.: +91 124-2381603, Fax.: +91 124-2381611 E-mail : corporatetciil.com Web : www.tciil.com

Regd. Office: Flat Nos. 306 & 307, 1-8-271 to 273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad - .500 003 (Telangana)

-: 3 :-

14. Any data process, formula, or knowledge which may come in your possession during employment or any discovery or innovation made will be the property of the company and you will not have lien over the same or transfer, sell or part with the same in any manner whatsoever. You shall not use the same for your personal benefit or for the benefit of others during the continuance of your employment with us and any time thereafter. You will not part with manuals, literature, brochure, etc. during or after employment.
15. Upon termination of you employment, you shall return to the Company immediately all property, equipment, materials, records and documents which you prepared I developed or which came into your possession during the course of your employment.
16. You will be responsible for ensuring that compliance requirements as stipulated by the Company, and by statutes applicable locally are adhered to and your adherence and compliance shall also be reviewed as part of your annual performance reviews
17. In Case of any dispute of any kind arising out of your employment or breach of contract. **GURGAON COURTS** alone will have the jurisdiction in the matter
18. On matters not specifically mentioned herein above, you shall be governed by the rules of the company in force from time to time as applicable to you.
19. Please sign duplicate copy of this Letter of Appointment as a in token of your acceptance of above terms and condition of Appointment.

On behalf of TCI Family, I take this opportunity to extend to you a warm welcome to our Organization and look forward to a mutually rewarding and enriching association.

Yours faithfully,
For Transport Corporation of India Ltd

Pramod Kumar Jain,
Sr. Vice President— HR

DECLARATION:

I have carefully read the above terms and conditions of appointment and the same are acceptable to me. I will join duty on **12th June, 2018.**

NAME: **Shubham Boni**

Shubham Boni



P. K. Jain
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

In-charge *[Signature]*
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Transport Corporation of India Limited

Corporate Office : TCI House, 69, Institutional Area, Sector-32, Gurugram - 122001, Haryana (India)

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Tel: +91 40 27840 104 Fax: +91 40 27840163

CIN : L70109TG1995PLC019116

R. K. Singh

DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



[Signature]
In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Faint mirrored text]
In-charge
Internal Quality Assurance Cell

[Faint mirrored text]
Internal Quality Assurance Cell
Jaipuria Institute of Management
Indrapuram, Ghaziabad

[Faint mirrored text]
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indrapuram, Ghaziabad-201014



Rose I.T. Solutions Private Limited

Information Technology Solutions

Retirement:

You shall be superannuated on reaching the age of 58 years, in accordance with the Standing Orders of the Company. You shall in all respects be governed by the rules and regulations applicable from time to time to your rank/category of employees.

Dispute Resolution:

Any disputes arising out of this appointment shall be subject to jurisdiction of competent Courts in New Delhi only. Your appointment is being made on the basis of the information and details given in the resume submitted by you. If, at any time, any information and details given by you are found to be incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice period or compensation. No charge sheet or disciplinary action will be necessary.

We take this opportunity to congratulate you on your appointment and welcome you to **Rose IT Solutions Pvt. Ltd** and look forward to an endearing future, full of successes and rewards.

Delivery of this letter ensures that you accept all the terms and conditions of employment contained herein and your acceptance of this offer, if you feel otherwise please notify the undersigned within 3 working days from the date of delivery of this letter.

Sincerely,
For Rose IT Solutions Pvt. Ltd

PANKAJ SETH

2017.12.06 17:24:17 +05'30'

(Authorized Signatory)

I have read and understood the above terms and conditions governing my services with the Company and the same are acceptable to me in totality including Schedule "A" and confirm my agreement to the terms of this letter.

In-charge
Internal Quality Assurance Cell

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indirapuram, Ghaziabad

Pankaj Seth
DIRECTOR
JAIPURIA INSTITUTE OF MANAGEMENT
Block-A, Gate No-2, Shakti Khand-IV
Indirapuram, Ghaziabad-201014

A CMM Level 3 Company

People Making IT Happen

Registered Office: B-25, Mayfair Gardens, New Delhi -110 016, Phone No: 288 66040, 288 66041.

Office & Development Centres: (Delhi Office) B1/ G-8, Mohan Cooperative Industrial Estate, New Delhi -110 044.

(Noida Office) 19-A & 19-B, Spice Global Knowledge Park, Sector-125, Noida- 201 301.

Phone No: +91-11- 299 41757/ 758, +91-11-6464 3879.

E-mail: RITS@roseint.com Web site: www.roseint.com, www.roseits.com



Rose I.T. Solutions Private Limited

Information Technology Solutions

SCHEDULE "A"

Name : Mr. Mohammad Adnan
Designation : Associate Recruiter
Date of Joining : 13-Nov -17

Serial No	Proposed Compensation Breakup	Amount
1	Basic Salary	10,632.00
2	House Rent Allowance (HRA)	4,253.00
3	Medical Allowance	2,835.00
4	EPF- Employer's Contribution	1,276.00
5	ESI-Employer's Contribution	854.00
6	Staff welfare Allowance	250.00
7	Total of Monthly Payable	20,100.00

NOTES:

1. Leave as per rule (Eligibility on Completion of probation period)
2. Please Note that your contribution to PF equal to company's contribution will be adjusted from your salary every month.
3. Mr. Mohammad Adnan has signed one year service bond w.e.f 13-Nov-17

Internal Quality Assurance Cell
Jaipuria Institute of Management
Indraprastha



In-charge
Internal Quality Assurance

A CMM Level 3 Company

People Making IT Happen

Registered Office: B-25, Mayfair Gardens, New Delhi -110 016, Phone No: 288 66040, 288 66041.

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(Noida Office) 19-A & 19-B, Spice Global Knowledge Park, Sector-125, Noida- 201 301.

Phone No: +91-11- 299 41757/ 758, +91-11-6464 3879.

E-mail: RITS@roseint.com Web site: www.roseint.com, www.roseits.com

STRICTLY PRIVATE & CONFIDENTIAL

22 March, 2018

Abhay Kunwar Singh
No-448-2,
Naya Nagar,
Sultanpur,
228001

Dear *Abhay,*

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Client Relationship Partner : Acquisition and Product Cross Sell Management** in YES BANK at Noida. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation

Your Gross Annual Total Cost-to-Company will be ₹ 300000.00 (**Rupees Three Lakh Only**), paid on the last day of each month. The Break-up of your compensation is attached as Annexure I & II.

Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a performance based Bonus/Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the Bank.

Your salary is confidential and should be discussed only with your Functional Head and Human Capital Management Department.

Page 1 of 11

Hours of Work

Actual hours may vary and will be subject to change from time to time; depending on the nature of your work and the department you work in. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. You should discuss details on specific working hours with your Functional Head / Leader.

Probation Period

You will be on probation for an initial period of six months from the date of your joining. The probation period can be extended at the discretion of the Bank. Your probation period will be deemed to be extended at the end of the probation period, unless you are informed in writing stating that (i) your probation period has ended; and (ii) you have been confirmed in the services of the Bank. Your confirmation will be subject to satisfactory performance, as per the policy of the Bank. That Bank may at its sole discretion issue such confirmation from retrospective effect.

Leave

You will be governed by YBL's Leave Policy announced from time to time. Please note that your employment is liable to be terminated if you absent yourself from the services of the Bank, without prior written permission or overstay sanctioned leave for a period exceeding seven days, except in cases of medical exigencies (which will need to be supported by a medical certificate).

Notice Period / Separation/Termination

It is understood and agreed that this engagement may be terminated (during probation or upon confirmation), by either party by giving to the other at anytime, notice in writing of 30 days. The termination shall take effect at the end of such notice period.

Termination(during probation or upon confirmation) with immediate effect, may be made by either party by paying to the other an amount equivalent to 30 days of Salary in Lieu of notice. In the event the termination with notice is at the instance of the Employee, the Bank at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period.



Termination Without Notice

At the sole discretion of the Bank your services are liable to be terminated without any notice or salary in lieu thereof in the event of your involvement in any serious misconduct, misdemeanour or any offence which may or may not be directly connected with the business of the Bank.

Leave during notice period

You will not be entitled to avail privilege leave while serving the notice period.

Note - For the purpose of calculating Salary in lieu of notice period, "Salary" means Total cost to Company (TCC) less retiral components (PF and Gratuity).

On leaving the services of the Bank, for whatsoever reason, you will immediately handover all the documents, data or any article / property of the Bank entrusted to you to enable the Bank to settle your dues.

Mobility

In view of the nature of our business, it may become necessary to require you to work in different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or locations of YES Bank. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.

Retirement

The age of retirement in the Bank is 60 years. Your date of birth, as confirmed by you has been recorded as 20-04-1997 in the Bank's records.

Other Terms and Conditions

During your employment, you will be subject to the service rules, regulations and policy of the Bank applicable from time to time.

The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Bank subsequently during the course of your employment.

Q. Shree

Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Bank as presently applicable and as may be amended from time to time.

You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with the Bank.

Post your acceptance of this offer and employment with YES BANK Ltd., you authorize the Bank to deposit the amounts due to you from the Bank into your Payroll Bank account with YES BANK Ltd. You further authorize the Bank to debit your Payroll Bank account for all amounts due to the Bank in case of the dues not being cleared by you.

You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Bank.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Bank or engage in unlawful/immoral activities.

If at any time you are involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Bank the details thereof.

You shall not at anytime use your association with the Bank to gain unfair advantage for personal purposes.

You shall follow all directions, instructions, guidelines and policies of the Bank issued from time to time in discharge of your duties.

Reservation of Rights

In the event of your leaving the service of the Bank for any reason, you shall immediately repay all outstanding amounts due from you to the Bank and return all documents and assets belonging to the Bank. Similarly you shall discharge all obligations (as applicable) in terms of vacating Company Leased accommodation, obtaining refund of house deposit (if applicable). In the event of severance of your employment with the Bank without settling amounts due from you to the Bank or fulfilling your obligations, the Bank reserves the right to take appropriate remedial action to protect its interest, including institution of legal proceedings.

[Handwritten signature]

The Bank at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances/loans advanced to you by the Bank and which are outstanding against your name.

Professional Ethics & Confidentiality

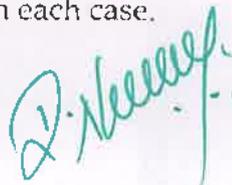
You acknowledge that the business of the Bank is highly competitive and that any information concerning the Bank's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, services and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Bank's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Bank.

You hereby agree that you will not, at any time during or after your employment with the Bank, make any unauthorized disclosure of any confidential business information or trade secrets of the Bank, or make any use thereof, except for the benefit of and on behalf of, the Bank. For the purpose of this paragraph, the term "Bank" shall also include all affiliates of the Bank.

Any disclosure which has not been expressly authorized by the Bank shall be called 'unauthorized disclosure'. For the purpose of this paragraph; the term "Bank" shall also include all affiliates of the Bank.

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct & the Bank shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of Confidential information of the Bank after the termination of your relationship with the Bank shall entitle the Bank to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction". Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Bank either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

During the period of your association with the Bank you will safeguard all matters, documents, manuals etc. relating to the Bank's operations and you will not be permitted to undertake any other business, work of public office, honorary or remunerative, except with the written permission of the Bank in each case.

A handwritten signature in blue ink, appearing to read "D. Narayan".

The Insider Trading Policy of YES Bank prohibits its employees from using confidential price sensitive or material non-public information in any transaction, personal or otherwise. The definition of insider dealing, its prohibitions and highlights are detailed in the Insider Trading Policy which is a part of the joining documentation.

While you are in the service of the Bank, you will also adhere to the Bank's Code of Conduct, IT Security Practice & Procedures & other guidelines/policies as prescribed by the Bank and as applicable at present and as may be modified from time to time. You are required to acknowledge that you have read & understood the same and undertake to abide by them at all times.

Intellectual Property

All Works developed by you during the course of your employment with the Bank, shall belong exclusively to the Bank and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Bank. You will promptly provide to the Bank a complete written disclosure for each such work identifying the features or concepts you or the Bank believe to be new or different. You grant to the Bank an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works.

The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the Bank may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you. You shall promptly upon intimation by the Bank, sign and execute such document, papers, declarations including deed of assignment as may be required by the Bank from time to time.

Indemnity

You shall indemnify the Bank against any loss, damage, proceeding which the Bank might suffer due to any wrongful acts, mala fide acts, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Bank to terminate your services on such count or the right of the Bank to seek other remedies which the Bank may have to make good the Loss or damage.

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D. Nayak

Joining Entitlements

In case you leave the services of the Bank on your own accord within 1 year of joining the Bank, then joining financial commitments like notice period takeover, relocation expense, bonus paid at the time of the joining etc. will be recovered in full. For the purpose of reckoning the period of 1 year, the date of resignation or last date of employment with the bank will be considered, whichever is earlier.

Conditions of Employment

Your appointment and your continuation in employment are subject to:

1. The Bank receiving satisfactory references as per the existing YES BANK Ltd. reference check policy.
2. Subject to receiving a Medical Fitness Declaration from you; this has to be submitted online while completing your joining formalities. During the course of your employment the Bank may require you to undergo medical examination if need so arises.
3. The Bank receiving the attested copies of all your age, educational and professional qualifications.
4. The Bank receiving the original relieving letter from your previous employer.
5. The Bank is proceeding on your candidature based on the documents/ declaration/ information furnished by you in the Pre Hire Reference Check Form and during the discussion/ interview which you have declared as being true and correct. The Bank reserves the right to cancel your candidature or withdraw employment offer made to you at any stage during the selection and offer process and/or terminate your employment in the event any information furnished by you is found to be false/ misleading or incorrect.

You will be subject to the rules and regulations framed by the Bank from time to time.

Validity

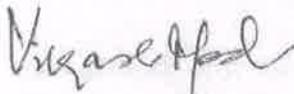
The offer of employment shall be valid till **31 August, 2018 6:49:00 PM IST** and you are required to communicate your acceptance of the same in writing on or before the said date by signing and returning a copy of this offer letter. You should join duties latest by **25 June, 2018**.



In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Bank, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter. **Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.**

We welcome you as a member of our team and wish you a successful career with YES Bank.

Yours sincerely,



② Vikash Modi
Senior President - Human Capital Management

Enclosures : Annexure I & II

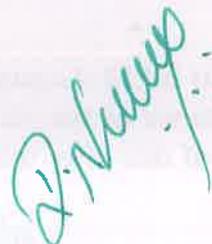
I acknowledge that I have read and understood each and every term and condition set out in this Appointment letter & the enclosed Annexures and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Accepted by:

Name : Abhay Kunwar Singh

Signature : _____

Date : _____



ANNEXURE - I

Break up of Total Cost to Company(TCC)

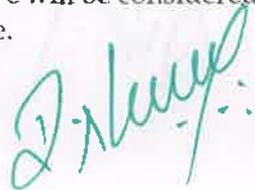
Employee Name : Abhay Kunwar Singh
Candidate ID: 316769-ACQ00009A
Business Unit : Acquisition and Product Cross Sell Management
Designation : Senior Officer and Client Relationship Partner
Location : Noida
Total Cost to Company : ₹ 300000.00
Total Cost to Company : Rupees Three Lakh Only

Details of salary Structure	Annual (₹ P.A.)
Basic Salary	
1. Basic	90000.00
2. HRA	45000.00
3. Supplementary Allowance	85688.00
4. Conveyance	19200.00
5. Medical Allowance	15000.00
6. LTA Allowances	7500.00
7. Bonus	16800.00
Retirals	
8. Provident Fund	10800.00
9. Gratuity	4329.00
Benefits	
10. Group Life Insurance	1402.00
11. Group Mediclaim	4281.00
Total TCC	300000.00

NB : Group Life Insurance & Critical Illness scheme is compulsory and covers only the employee.

Group Mediclaim coverage is compulsory for the employee. Inclusion of direct dependents (i.e. spouse and children) is optional. The premium amount mentioned above is only for the employee, per annum with default coverage of Rs. 5 Lakh as per the current Group Mediclaim Policy. The premium amount will change as per the coverage opted by the employee for self as well as the number of dependents enrolled in the scheme.

The Bonus amount shown above will be considered as Bonus Payable under the Payment of Bonus Act 1965; if applicable.



Compensation

Basic

Basic salary is 30% of the TCC. It will be paid monthly through payroll and is subject to tax as per the prevailing Income Tax rules.

House Rent Allowance (HRA)

HRA is 50% of Basic. It will be paid monthly through payroll. Tax exemption may be claimed on submission of the rent receipt / lease agreement as per the prevailing Income Tax rules.

Conveyance

Conveyance of ₹ 1,600/- per month will be paid through payroll. The total annual amount of ₹ 19,200/- per annum is exempt from tax as per the prevailing Income Tax rules. Employees who have availed the Company car benefit will not be eligible for this allowance.

Supplementary Allowance

It will be paid monthly through payroll and will be subject to tax as per the prevailing Income Tax rules. (This allowance amount is arrived at after deducting all other compensation components from the TCC).

Bonus

The Bonus amount is paid monthly. This amount will be considered as Bonus Payable under the Payment of Bonus Act 1965, if applicable.

Medical Allowance

Medical Allowance is paid monthly and it is taxable.

Leave Travel Allowance (LTA)

LTA Allowance is paid monthly and it is taxable. The annual entitlement of LTA Allowance is equal to one month basic Salary.

Note:

- ① Basic Salary and other allowances are paid on pro-rata basis for the days payable for each month. These are not payable for any days of Leave without pay.

[Handwritten signature]

Retirals**Provident Fund (PF)**

The company's contribution towards PF would be 12% of the basic salary. Your contribution of 12% will also be deducted every month through payroll. You can increase your PF contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF). The amount will be tax exempt as per the prevailing Income Tax Rules.

Gratuity

The company contributes 4.81% of the basic salary as Gratuity. This amount is payable to you upon your resignation / retirement. The same is computed on 15 day's basic salary for each completed year of service.

Benefits**Group Life Insurance / Critical Illness**

Your coverage will be 3 times your TCC. This coverage is only for the employee. In the event of your death the same will be paid to your family. The premium for the same will be adjusted from your TCC.

Group Mediclaim Insurance

Group Mediclaim coverage is compulsory for the employee. Inclusion of direct dependents (i.e. spouse and children) is optional. The premium amount mentioned above is only for the employee, per annum with default coverage of Rs. 5 Lakh as per the current Group Mediclaim Policy. The premium amount will change as per the coverage opted by the employee for self as well as the number of dependents enrolled in the scheme.



