



ST. ANNE'S DEGREE COLLEGE FOR WOMEN

Permanently Affiliated to Bengaluru City University
Recognized by UGC under Section 2(f), Accredited with 'A' Grade by NAAC
ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



Criterion 5

5.2.1

Number of placement of outgoing students during the year



Criterion 5

5.2.1

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5.2.1

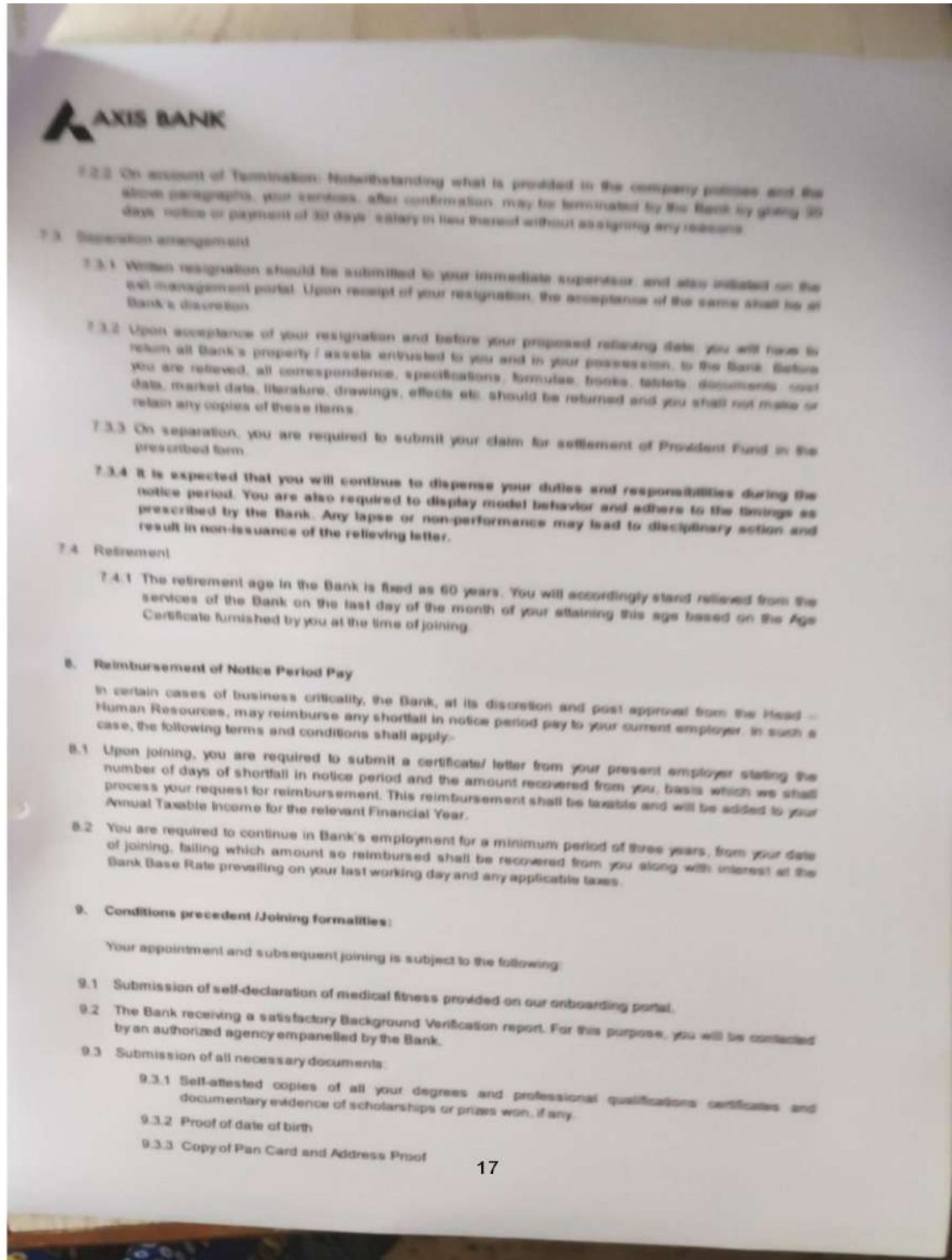
Placement Record(2020-2021)

Department of Commerce(B.Com)



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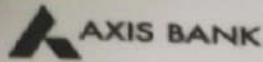
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- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
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7.1 Separation during probation

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7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

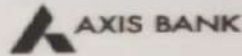
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7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101121/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Bhoomika B
.BANGALORE,Karnataka560049
6361897175

LETTER OF APPOINTMENT

Dear Bhoomika B,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be **INR 1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

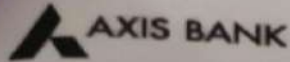
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digital Signature DS AXIS BANK 1
Date: 2021.08.05 11:46:33 +05:30
Reason: LOA
Location: Axis
Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

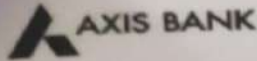
Yours faithfully,

Human Resources



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7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

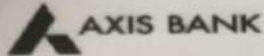
9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof



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- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
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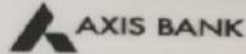
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101110/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Rukhmani S
BANGALORE, Karnataka 560033
8861252559

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Dear Rukhmani S,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

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- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
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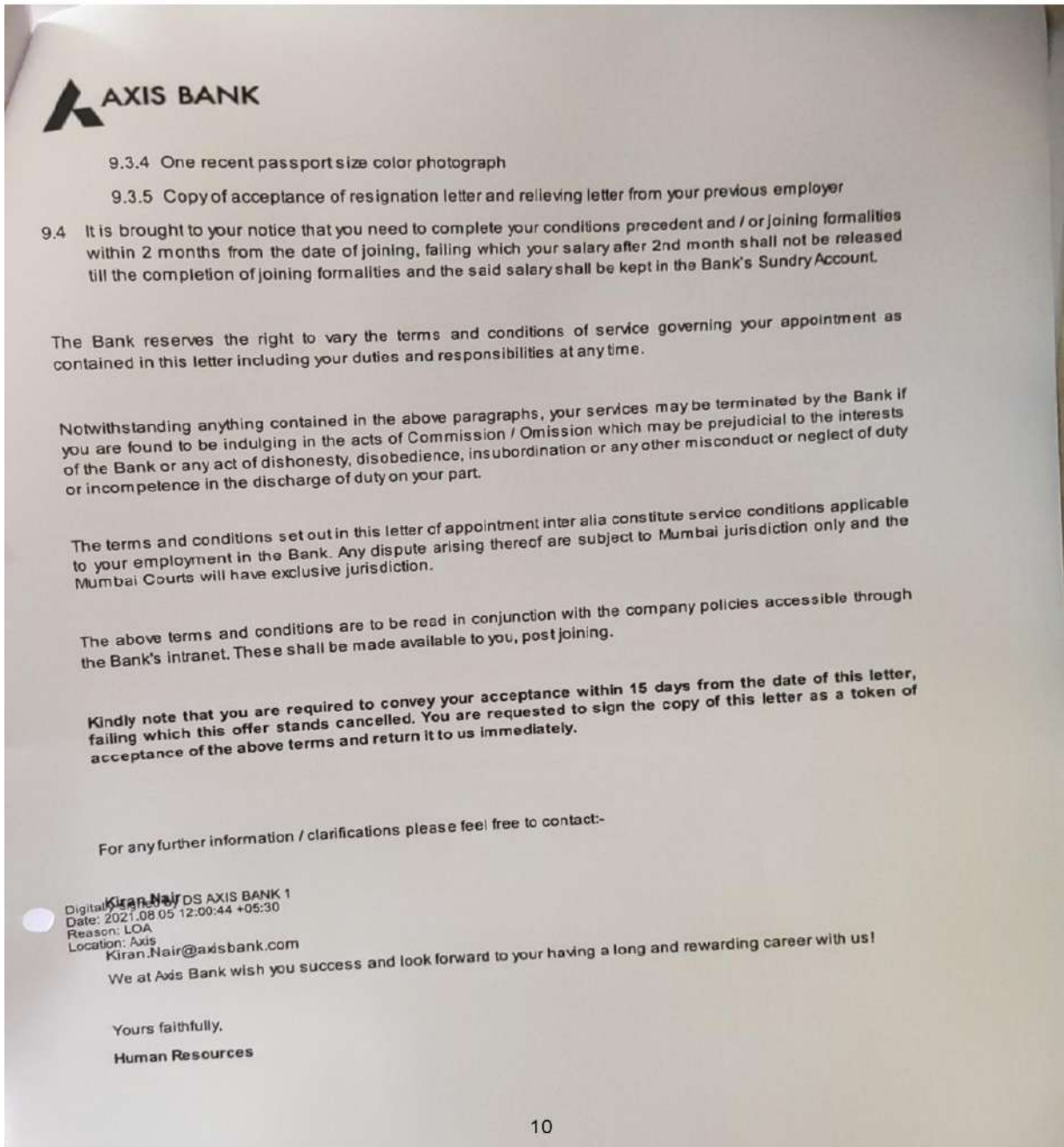
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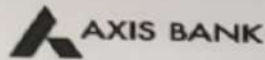
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101120/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Charulatha V
BANGALORE, Karnataka 560047
7406454948

LETTER OF APPOINTMENT

Dear Charulatha V,

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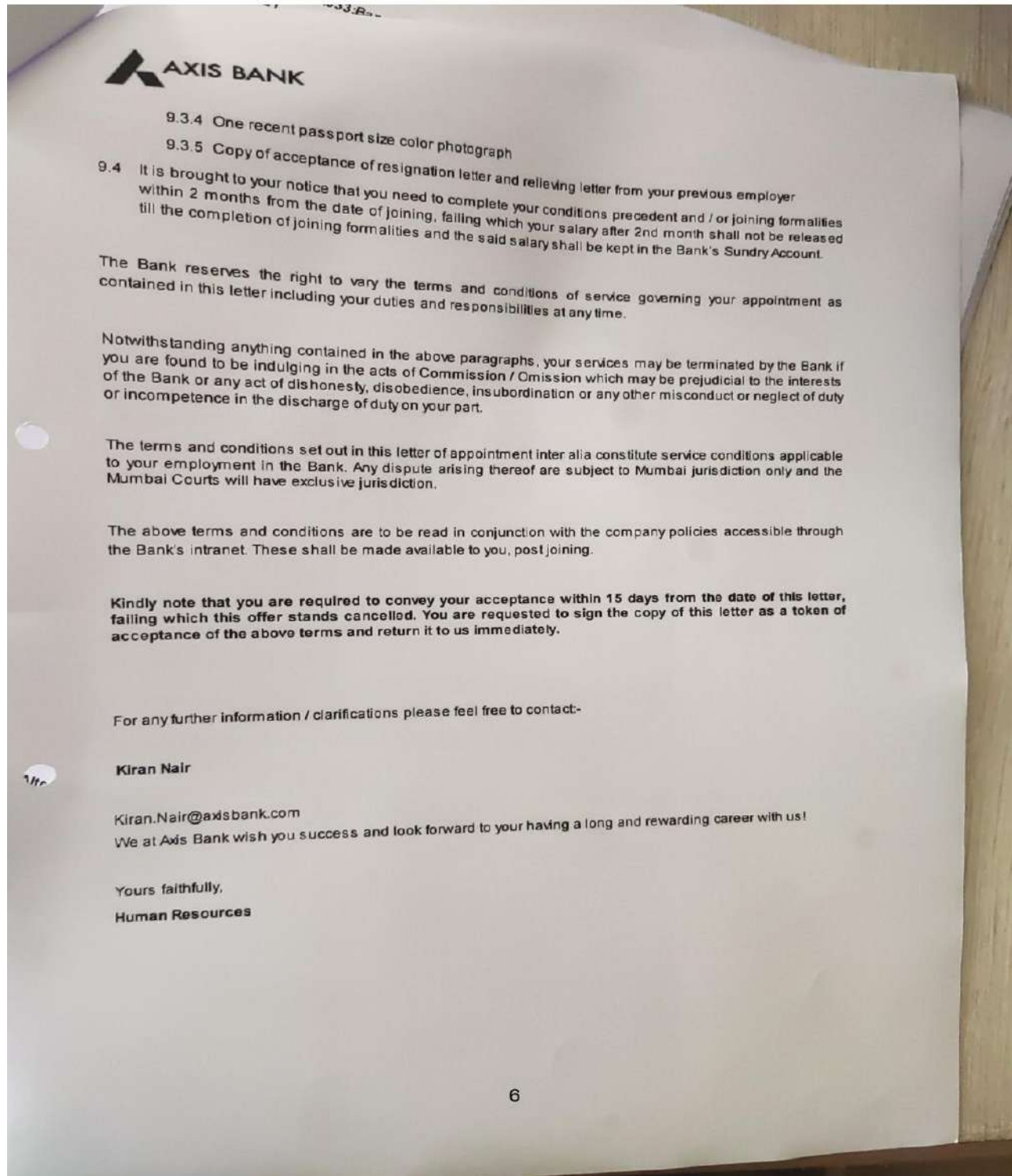
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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AXIS BANK

- 9.3.4 One recent passport size color photograph
- 9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

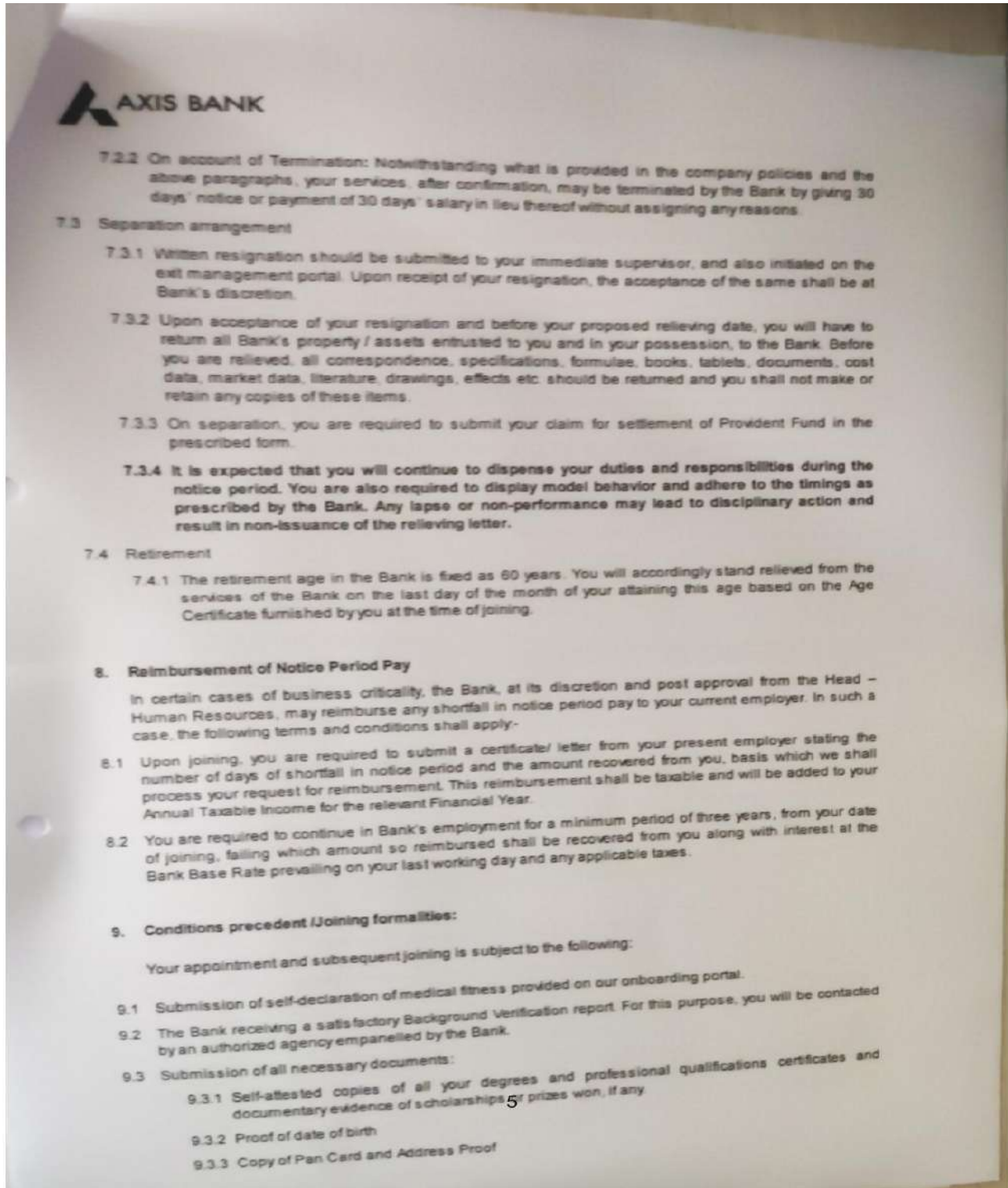
Yours faithfully,

Human Resources



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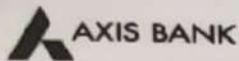
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4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".
- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

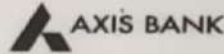
7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101107/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Dhanalakshmi
,BANGALORE,Karnataka560036
9513624773

LETTER OF APPOINTMENT

Dear Dhanalakshmi ,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

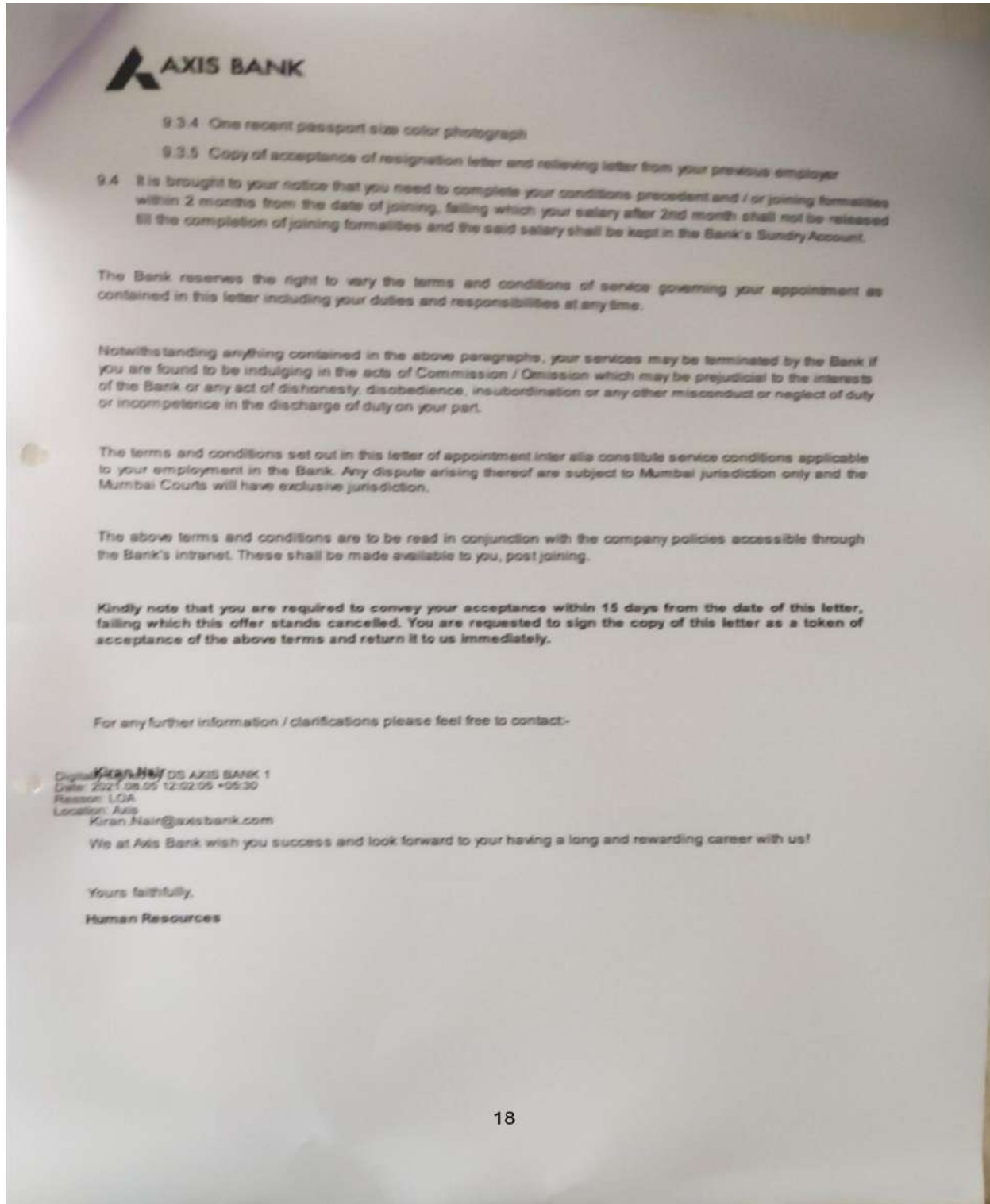
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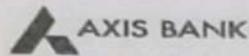
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7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

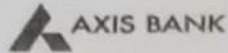
9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof



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- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
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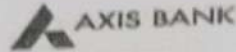
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101125/South/SCR033.Bangalore 3 Circle _300002082700216/AXISB/HR/REG
05-Aug-2021

Ms. Samiukta Acharya
BANGALORE,Karnataka560008
9380752749

LETTER OF APPOINTMENT

Dear Samiukta Acharya,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR 1,96,968.00, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
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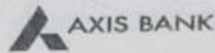
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The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

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Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digitally signed by Kiran Nair DN: c=IN, o=AXIS BANK 1
Date: 2021.08.05 12:00:44 +05:30
Reason: LOA
Location: Axis

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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- 7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.
- 7.3 Separation arrangement
- 7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.
- 7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.
- 7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.
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- 7.4 Retirement
- 7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.
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- In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-
- 8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.
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- 9. Conditions precedent /Joining formalities:**
- Your appointment and subsequent joining is subject to the following:
- 9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.
- 9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.
- 9.3 Submission of all necessary documents:
- 9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.
- 9.3.2 Proof of date of birth
- 9.3.3 Copy of Pan Card and Address Proof



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101120/South/SCR033:Bangalore 2 Circle _300002082700216/AXISBHR/REC
05-Aug-2021

Ms. Charulatha V
,BANGALORE,Karnataka560047
7406454948

LETTER OF APPOINTMENT

Dear Charulatha V,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

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- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

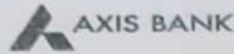
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof

9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

Digitally signed by Kiran Nair / clarifications please feel free to contact:-
Date: 2021.08.05 12:10:51 +05:30
Reason: LOA
Location: Axis

Kiran Nair

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

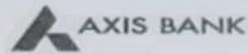
9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.



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4. Fidelity & Secrecy

4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).

5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.

5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".

5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.

6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.

6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

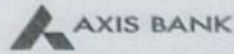
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101132/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Bhuvaneshwari G
Subbanapalya, Jal
nagar, BANGALORE, Karnataka 560043
9445914810

Jawan

LETTER OF APPOINTMENT

Dear Bhuvaneshwari G,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

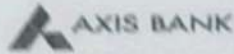
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9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

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The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

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Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digitally signed by Kiran Nair, DN: DS, AXIS BANK 1
Date: 2021.08.05 12:03:33 +05:30
Reason: LOA
Location: Axis
Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

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7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

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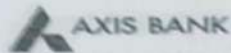
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6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

- 7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.
- 7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

- 7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101122/South/SCR033:Bangalore 2 Circle _300002062700216/AXISB/HR/REC
05-Aug-2021

Ms. Maria Naidu
BANGALORE, Karnataka 560008
7892216711

LETTER OF APPOINTMENT

Dear Maria Naidu,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR 1,96,968.00, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
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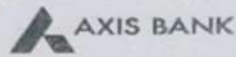
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101127/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Jeena Mary George
BANGALORE, Karnataka 560075
9916354690

LETTER OF APPOINTMENT

Dear Jeena Mary George,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

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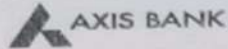
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For any further information / clarifications please feel free to contact:-

Kiran Nair
Digital DS AXIS BANK 1
Date: 2021.08.05 12:08:24 +05:30
Reason: LOA
Location: Axis

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

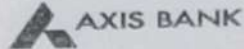
Yours faithfully,

Human Resources



ST. ANNE'S DEGREE COLLEGE FOR WOMEN

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7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

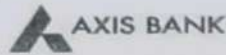
9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof



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an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".
- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101128/South/SCR033.Bangalore 2 Circle_300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Monisha, V
BANGALORE, Karnataka 560048
8197955571

LETTER OF APPOINTMENT

Dear Monisha, V,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

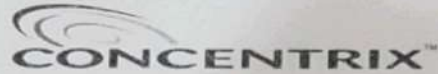
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear ManjuShree

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Bindu K V,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Mphasis

The Next Applied

DR - BPS/RH6425236/207089/ Bangalore/ December/V1

OFFER OF EMPLOYMENT PRIVATE & CONFIDENTIAL

June 01, 2021

Bhavani Das,

HAL Officers Enclave, Staff Quarters, Old Madras
Road, Bangalore.

Dear Bhavani Das,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of **Tr. Transact Processing Off.** in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,92,100/- (One Lakhs Ninety-Two Thousand One Hundred rupees only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

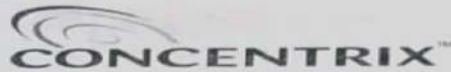
Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's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

Mphasis Limited



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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Nikitha

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Hemalatha.U

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Bhoomika.B

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Dhanalakshmi.L,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Chinmayi H.K,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Divya Shree.G

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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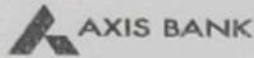
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9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digital Signature: DS AXIS BANK 1
Date: 2021.08.05 12:05:52 +05:30
Reason: LOA
Location: Axis
Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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Mphasis

The Next Applied

DR - BPS/RH6425236/207098/ Bangalore/ December/V1

OFFER OF EMPLOYMENT PRIVATE & CONFIDENTIAL

June 20, 2021

Dear Swathi.S

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transact Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,92,100/- (One Lakhs Ninety- Two Thousand One Hundred **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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Mphasis

The Next Applied

DR - BPS/RH6425236/207094/ Bangalore/ December/V1

OFFER OF EMPLOYMENT PRIVATE & CONFIDENTIAL

June 20, 2021

Dear Rubab Khanum,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transact Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,92,100/- (One Lakhs Ninety- Two Thousand One Hundred rupees only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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



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Date:- 12-June-2021

Subject: Expression of Interest - Campus

Dear Tejashwini.B

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



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Mphasis

The Next Applied

DR - BPS/RH6425236/207095/ Bangalore/ December/V1

OFFER OF EMPLOYMENT PRIVATE & CONFIDENTIAL

June 20, 2021

Dear Simran Banu,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

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5.2.1

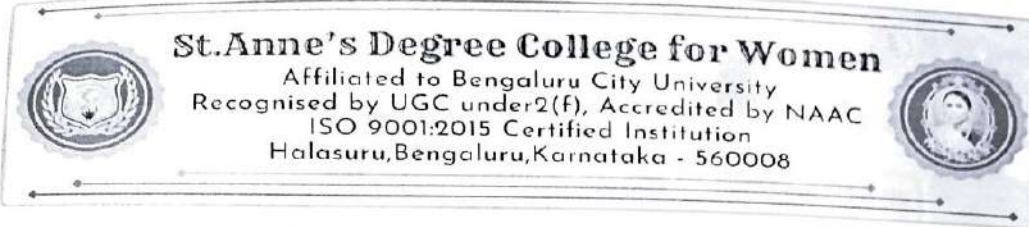
Placement Record

Department of Business Administration(BBA)



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PLACEMENT DETAILS

2020-2021

S.no	Name	Class	Company	Designation	Month
1.	Ms. Samiukta Acharya	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021
2.	Ms. Sunitha L	III BBA	ALLSEC	Customer Care Executive	22-Sept-2021
3.	Ms. Kalpana Karki	III BBA	ALLSEC	Customer Care Executive	22-Sept-2021
4.	Ms. R Ashwini	III BBA	Omega Health Care Management Services Pvt.Ltd	AR Associate	26-Sept-2021
5.	Ms. Jeena Mary George	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021
6.	Ms. Monisha V	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021
7.	Ms. Bhuvaneshwari G	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021
8.	Ms. Varalakshmi	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021
9.	Ms. G.B Nikitha	III BBA	Axis Bank	Business Development Executive in Branch Banking	05-Aug-2021

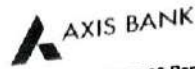
Head of the Department
Dept. of Business Administration
St. Anne's Degree College for Women
#23, Cambridge Road, Halasuru
Bengaluru - 560 008

PRINCIPAL
St. Anne's Degree College for Women
#23 Cambridge Road, Halasuru
Bengaluru - 560 008



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101130/South/SCR033:Bangalore 2 Circle _ 300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. G. B Nikitha
BANGALORE, Karnataka 560016
9148591835

LETTER OF APPOINTMENT

Dear G. B Nikitha,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".
- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

- 7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

- 7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

- 7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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§ 3.4. One recent passport size color photograph

§ 3.5. Copy of acceptance of resignation letter and relieving letter from your previous employer

§ 4. It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digitally signed by Kiran Nair, DN: c=IN, o=AXIS BANK LTD, ou=HR, email=Kiran.Nair@axisbank.com, cn=Kiran Nair
Date: 2021.08.08 12:04:48 +05:30
Reason: LOA
Location: Axis

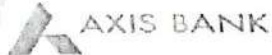
We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,
Human Resources



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7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof



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4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
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- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
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7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101121/South/SCR033/Bangalore 2 Circle 300002082700216/AXISBHR/REC
05-Aug-2021

Ms. Varalakshmi S
BANGALORE,Karnataka560014
7338462527

LETTER OF APPOINTMENT

Dear Varalakshmi S,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be **INR 1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
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2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
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- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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- 9.3.2 Proof of date of birth
 - 9.3.3 Copy of Pan Card and Address Proof
 - 9.3.4 One recent passport size color photograph
 - 9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

Digitally signed by Kiran Nair / clarifications please feel free to contact-
Date: 2021.08.05 12:10:51 +05:30
Reason: LOA
Location: Axis

Kiran Nair

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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AXIS BANK

serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

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In certain cases of business criticality, the Bank, at its discretion and post approval from the Head - Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

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9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.



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4. Fidelity & Secrecy

4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".
- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

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- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
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7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

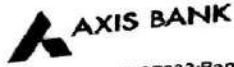
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101132/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Bhuvaneshwari G
Subbanapalya, Jai
nagar, BANGALORE, Karnataka 560043
9445914810

Jawan

LETTER OF APPOINTMENT

Dear Bhuvaneshwari G,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be **INR 1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.



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9.3.4 One recent passport size color photograph

9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer

9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Kiran Nair
Digital Signature: DS AXIS BANK 1
Date: 2021.08.05 12:08:24 +05:30
Reason: LOA
Location: Axis
Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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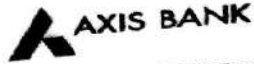
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101128/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Monisha. V
BANGALORE, Karnataka 560048
8197955571

LETTER OF APPOINTMENT

Dear Monisha. V,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
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- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
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The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

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The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

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For any further information / clarifications please feel free to contact:-

Digitaly signed by
Kiran.Nair@axisbank.com
Date: 2021.08.05 12:07:16 +05:30
Reason: LOA
Location: Axis

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

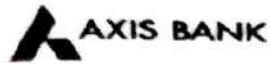
Yours faithfully,

Human Resources



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101127/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Jeena Mary George
BANGALORE, Karnataka 560075
9916354690

LETTER OF APPOINTMENT

Dear Jeena Mary George,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

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- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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#23, Cambridge Road, Halasuru, Bangalore- 560008



Omega

- details, if married Spouse DOB details & Date of marriage and Physical standards i.e. (Blood Group, Height, Weight – details only required for filling the application form or nominee forms. Proof/Document is not required).
- J. Existing Bank account details - Any Bank Active account for Salary - Personalized Bank cheque or Bank Statement

Our attendance cycle runs from 21st of month to the 20th of the next month. If the salary account is not opened & activated before 10th of the month, then the salary for that month would be delayed thereby causing inconvenience to the employee. A delay in disbursement of salary may also occur if the Joining Reports / Documents are incomplete. Thus, we request to please fill in all the Joining forms completely accurately and submit Mandatory documents.

We at HR look forward to providing you with the best of services at all times. We welcome you once again and wish you all the best for a successful career at Omega.

PLEASE NOTE YOU ARE EXPECTED TO COME IN FORMAL DRESS ON DOJ

HR Team

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.
P. +91 80 4155 7333
US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.
E. mail2omega@omegahms.com
www.omegahms.com



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Annexure - 2

Welcome to Omega family!

To enable us to have your complete personal information, ensuring legal compliance and processing of salary and other reimbursements, you will be required to complete the following formalities on your joining at Omega Healthcare.

1. Application for Employment Form - Company Joining Report
2. Provident Fund Declaration / Nomination form - PF Form 2 & Form No 11-EPFO Declaration form
(This needs to be filled in by every employee as he / she need to nominate persons(s) who would receive the

Provident Fund amount standing to his/ her credit in the unfortunate event of his / her Death).

3. Gratuity Nomination Form F.
(To be filled in by all employees wherein they should nominate the persons and the percentage of Gratuity Payable to

such person in the unfortunate event of death of the employee)
4. Medical Insurance form (above 21K Gross salary) / ESIC-Employees State Insurance Scheme (Below 21 K Gross) - (as applicable)
5. NDA form – Non-Disclosure Security Agreement form.
6. Group Term Life Insurance Nomination Form
7. ID Card Application form, Transport Request form (Admin forms) & User ID - IT request form
8. Any other forms, as applicable. Salary Account opening if there is no Existing Bank account – Any Existing Bank Active Account

FOLLOWING DOCUMENTS TO BE SUBMITTED MANDATORILY ON YOUR JOINING:

- A. Relieving letter/ Experience Service certificate from your previous employer.
- B. Copy of last 3 months pay slips
- C. Copies of all Educational certificates & Copy of Offer
- D. Recent Passport size photograph - Colour Photo with good clarity & good resolution is only accepted
- E. Self-ID Proof - (PAN Card/Passport/ Driving License/Voter's ID/ Ration Card/College ID)
- F. Residence Proof - Permanent & Temporary/Present address proof (Passport /Driving License/ Voter's ID / Ration Card/ Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- G. Copy of PAN Card / Acknowledgement copy of PAN Application
- H. Copy of AADHAR Card is Mandatory
- I. Need to be aware of PF Number, UAN, PAN number, Aadhar number, Parents DOB

Omega Healthcare Management Services Private Limited
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P: +91 80 4155 7333
US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.
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Salary Components	Amount - Monthly	Amount - Yearly
Basic	14,470.00	173,640.00
House Rent Allowance	76.00	912.00
Advance Statutory Bonus	1,447.00	17,364.00
Special Allowance	0.00	0.00
Fixed Cash (Gross)	15,993.00	191,916.00
PF	1,736.00	20,832.00
ESI	520.00	6,240.00
Medical Insurance	0.00	0.00
Gratuity	696.00	8,352.00
Group Term Life Insurance	100.00	1,200.00
Total Benefits	3,052.00	36,624.00
Total Cost PA (CTC)		228,540.00

Authorized by
Ebenazer Paul
Talent Acquisition

Omega Healthcare Management Services Private Limited
Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017
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September 26, 2021

MS. R Ashwini

Dear R Ashwini

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **AR ASSOCIATE** Omega Healthcare Management Services Pvt Ltd. on the following terms and conditions.

01. You will draw a Basic Salary of Rs 14,470.00/- (Rupees Fourteen Thousand Four Hundred Seventy Only) per month. In addition to this, you will be paid HRA of Rs. 76,00/- (Rupees Seventy Six Only) and Statutory Bonus of Rs. 1,447.00/- (Rupees One Thousand Four Hundred Fourty Seven only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Bengaluru** and you will report for duty on **27 September 2021 at 8.30 AM**.
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-2** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited,

Ebenazer Paul

Talent Acquisition

Omega Healthcare Management Services Private Limited

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STRICTLY PERSONAL

Name: Kalyana Karthi
Date: 22/9/21

Sub: Letter of Intent

Dear

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 23/10/21 at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your annual CTC will be Rs _____ /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,


Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name: Kalyana Karthi
Signature: Kalyana Karthi
Date: 22/09/21



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STRICTLY PERSONAL

Name: Sumitha. L
Date: 22/09/21

Sub: Letter of Intent

Dear

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 23/10/21 at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.
- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your annual CTC will be Rs _____ /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For **ALLSEC TECHNOLOGIES LIMITED**,


Authorized Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

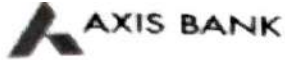
Signature: Sumitha. L

Date: 22/09/21



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- 9.3.4 One recent passport size color photograph
- 9.3.5 Copy of acceptance of resignation letter and relieving letter from your previous employer
- 9.4 It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account.

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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.

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction.

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining.

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact -

Digital Signature: Kiran.Nair DS AXIS BANK 1
Date: 2021.08.05 12:05:52 +05:30
Reason: LOA
Location: Axis

Kiran.Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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7.2.2 On account of Termination: Notwithstanding what is provided in the company policies and the above paragraphs, your services, after confirmation, may be terminated by the Bank by giving 30 days' notice or payment of 30 days' salary in lieu thereof without assigning any reasons.

7.3 Separation arrangement

7.3.1 Written resignation should be submitted to your immediate supervisor, and also initiated on the exit management portal. Upon receipt of your resignation, the acceptance of the same shall be at Bank's discretion.

7.3.2 Upon acceptance of your resignation and before your proposed relieving date, you will have to return all Bank's property / assets entrusted to you and in your possession, to the Bank. Before you are relieved, all correspondence, specifications, formulae, books, tablets, documents, cost data, market data, literature, drawings, effects etc. should be returned and you shall not make or retain any copies of these items.

7.3.3 On separation, you are required to submit your claim for settlement of Provident Fund in the prescribed form.

7.3.4 It is expected that you will continue to dispense your duties and responsibilities during the notice period. You are also required to display model behavior and adhere to the timings as prescribed by the Bank. Any lapse or non-performance may lead to disciplinary action and result in non-issuance of the relieving letter.

7.4 Retirement

7.4.1 The retirement age in the Bank is fixed as 60 years. You will accordingly stand relieved from the services of the Bank on the last day of the month of your attaining this age based on the Age Certificate furnished by you at the time of joining.

8. Reimbursement of Notice Period Pay

In certain cases of business criticality, the Bank, at its discretion and post approval from the Head – Human Resources, may reimburse any shortfall in notice period pay to your current employer. In such a case, the following terms and conditions shall apply:-

8.1 Upon joining, you are required to submit a certificate/ letter from your present employer stating the number of days of shortfall in notice period and the amount recovered from you, basis which we shall process your request for reimbursement. This reimbursement shall be taxable and will be added to your Annual Taxable Income for the relevant Financial Year.

8.2 You are required to continue in Bank's employment for a minimum period of three years, from your date of joining, failing which amount so reimbursed shall be recovered from you along with interest at the Bank Base Rate prevailing on your last working day and any applicable taxes.

9. Conditions precedent /Joining formalities:

Your appointment and subsequent joining is subject to the following:

9.1 Submission of self-declaration of medical fitness provided on our onboarding portal.

9.2 The Bank receiving a satisfactory Background Verification report. For this purpose, you will be contacted by an authorized agency empanelled by the Bank.

9.3 Submission of all necessary documents:

9.3.1 Self-attested copies of all your degrees and professional qualifications certificates and documentary evidence of scholarships or prizes won, if any.

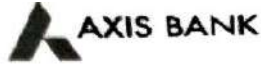
9.3.2 Proof of date of birth

9.3.3 Copy of Pan Card and Address Proof



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an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no political affiliation and no monetary gains. However the Bank reserves the right to direct you to step down if, in the opinion of the Bank, such engagement interferes with your duties.

4. Fidelity & Secrecy

- 4.1 You shall not at any time during your employment and/or after the termination of your employment in any manner whatsoever divulge any confidential information relating to the Bank, any of its constituents or its employees without the prior written consent from the Management. In such an event, the Bank reserves the right to proceed against you.

5. Probation Period

- 5.1 The nature of your employment is Permanent, however you will be on probation till the performance criteria specified by the Bank is satisfied (Upto a maximum period of 13 months from the date of joining).
- 5.2 On satisfactory completion of probation you will be confirmed in the services of the Bank.
- 5.3 On your confirmation of services in the Bank, you will be promoted to the grade of "Officer – Sales" and will be designated as "Officer – Sales".
- 5.4 Your probation can be extended not only by virtue of your non satisfactory performance but also by virtue of your non completion of the joining formalities.

6. Transfer

- 6.1 Your services are liable to be transferred to any of the offices of the Bank within India and / or abroad at the sole discretion of the Bank and the Bank reserve the right to depute / transfer you at any time during your service in the Bank, to any of its subsidiaries or associates without any prior consent from you.
- 6.2 Notwithstanding the role assigned to you in terms of this letter, the Bank reserves the right to assign you any other role/function commensurate with your grade as may be deemed appropriate, depending on administrative exigencies and requirements.
- 6.3 Your services can be requisitioned by the Bank at any time outside the business / working hours.

7. Separation/ Retirement

7.1 Separation during probation

7.1.1 On account of Resignation: During the period of probation, you may resign from the Bank's service, subject to acceptance by your supervisor, for which you will be required to mandatorily serve a notice period of 30 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.

7.1.2 On account of Termination: During the probation period, this contract of employment is terminable by the Bank by way of giving notice of 15 days or on payment of salary in lieu thereof without assigning any reasons.

7.2 Separation after Confirmation:

7.2.1 On account of Resignation: After confirmation, you may resign from the Bank's service, subject to acceptance of your resignation by your supervisor, for which you will be required to mandatorily serve a notice period of 90 days. However, waiver of the notice period (if any), will be at discretion of the Bank. In such an event, the gross salary equivalent of the notice period shortfall (if any) will be recovered from employee.



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101125/South/SCR033:Bangalore 2 Circle _300002082700216/AXISB/HR/REC
05-Aug-2021

Ms. Samiukta Acharya
BANGALORE, Karnataka 560008
9380752749

LETTER OF APPOINTMENT

Dear Samiukta Acharya,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Business Development Executive in Branch Banking**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

Terms of Employment

1. Compensation

- 1.1 The annual fixed compensation payable to you will be INR **1,96,968.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.
- 1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

2. Code of Conduct & Ethics

- 2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.
- 2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.
- 2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

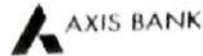
3. Whole-time / Alternative Employment

- 3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.
- 3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as



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- 9.3.4. One recent passport size color photograph
- 9.3.5. Copy of acceptance of resignation letter and relieving letter from your previous employer
- 9.4. It is brought to your notice that you need to complete your conditions precedent and / or joining formalities within 2 months from the date of joining, failing which your salary after 2nd month shall not be released till the completion of joining formalities and the said salary shall be kept in the Bank's Sundry Account

The Bank reserves the right to vary the terms and conditions of service governing your appointment as contained in this letter including your duties and responsibilities at any time

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in the 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

The terms and conditions set out in this letter of appointment inter alia constitute service conditions applicable to your employment in the Bank. Any dispute arising thereof are subject to Mumbai jurisdiction only and the Mumbai Courts will have exclusive jurisdiction

The above terms and conditions are to be read in conjunction with the company policies accessible through the Bank's intranet. These shall be made available to you, post joining

Kindly note that you are required to convey your acceptance within 15 days from the date of this letter, failing which this offer stands cancelled. You are requested to sign the copy of this letter as a token of acceptance of the above terms and return it to us immediately.

For any further information / clarifications please feel free to contact:-

Digital Signature: Kiran Nair DS AXIS BANK 1
Date: 2021.08.05 12:09:40 +05:30
Reason: LOA
Location: Axis
Kiran Nair@axisbank.com

We at Axis Bank wish you success and look forward to your having a long and rewarding career with us!

Yours faithfully,

Human Resources



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5.2.1

Placement Record

Bachelor of Computer Applications(BCA)



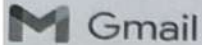
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0/11/2021, 09:16

Gmail - Fwd: Re: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Re: Letter of Intent - Grassroots

Swathi Yadav <swathisneha23259@gmail.com>
To: annescollege.cs@gmail.com

Thu, Oct 21, 2021 at 6:04 PM

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

From: "Swathi Yadav" <swathisneha23259@gmail.com>
Date: 12 Oct 2021 12:50 p.m.
Subject: Re: Letter of Intent - Grassroots
To: <anushka@grssl.com>
Cc:

I'll accept ..

On 9 Oct 2021 11:07 a.m., <anushka@grssl.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear swathi.A,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

://mail.google.com/mail/u/0/?ik=08245f1cc44&view=rt&search=all&enrmmsid=msn-f%3A1714232670436713333&siml=msn-f%3A171423 1/2



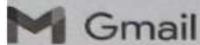
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Recognized by UGC under Section 2(f), Accredited with 'A' Grade by NAAC
ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



11/2021, 09:25

Gmail - Fwd: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter of Intent - Grassroots

Shamini Sam <shaminisam09@gmail.com>
To: annescollege.cs@gmail.com

Thu, Oct 21, 2021 at 1:22 PM

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, 9 Oct 2021, 11:07 am
Subject: Letter of Intent - Grassroots
To: <shaminisam09@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Shamini.M,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
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- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

Note: Documentation and Training Link will be furnished upon confirmation.

https://mail.google.com/mail/u/0/?ik=DR245fcr44&ui=2&search=all&siml=letter%20of%20intent%20-%20grassroots%20-%20st%20anne%20college%20for%20women%20-%20bangalore%20-%20560008 1/2



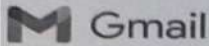
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0/11/2021, 09:11

Gmail - Re: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Re: Letter of Intent - Grassroots

Reeta Venkatesh <reeta88846@gmail.com>
To: "annescollege.cs@gmail.com" <annescollege.cs@gmail.com>

Mon, Oct 25, 2021 at 1:29 PM

On Sat, Oct 9, 2021, 11:07 AM <anushka@grssl.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Reeta.v,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
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- Shift: Rotational Shifts/Night
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 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

Note: Documentation and Training Link will be furnished upon confirmation.

Thank you & regards,

Grassroots Campus Recruitment Team

na://mail.google.com/mail/u/0/?ik=08245dce44&view=pt&search=all&permmsgid=msg-f%3A1714577751AR25859R4&siml=msg-f%3A171457 1/2



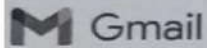
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0/11/2021, 09:15

Gmail - Fwd: Grassroots - Documentation & Training Details



St Anne's College <annescollege.cs@gmail.com>

Fwd: Grassroots - Documentation & Training Details

Pavithra PavithraRajashekar21 <pavithrapavithrarajashekar@gmail.com>
To: annescollege.cs@gmail.com

Mon, Oct 25, 2021 at 12:17 PM

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Thu, Oct 14, 2021, 12:44 PM
Subject: Grassroots - Documentation & Training Details
To: <pavithrapavithrarajashekar@gmail.com>

Dear Pavithra R,

Thank you for your confirmation.

Requesting you to kindly fill in the details and upload the required documents in the given link below.

career.grssl.com

Choose: Freshers Placements and fill in the details accordingly. And use the offer Code: **HTD**

Training will commence on 25th October 2021 (Monday) at 9:30 am.

Note:

- Training will be conducted on Teams Platform. Please download this App prior to the training session.
- Login in 10 min prior to the given time.
- Attendance will be taken in 10 mins.
- Training attendance: 90% must be maintained.
- Assignment rating: 80%+ (A+) must be maintained.
- Video must be always switched-on during training.
- When you want to take break, please inform your trainer.

Login to the below Link for training:

[Click here to join the meeting](#)

Wishing you all the very best and look forward to seeing you all on 25th October 2021 from 9:30 onwards.

Regards,
Anushka
Program Manager
grassroots
M: 9900766228 | Anushka@grssl.com



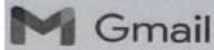
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0/11/2021, 09:26

Gmail - Fwd: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter of Intent - Grassroots

Rethika Divya <rethikadivya2023@gmail.com>
To: annescollege.cs@gmail.com

Thu, Oct 21, 2021 at 1:18 PM

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, 9 Oct 2021, 11:07 am
Subject: Letter of Intent - Grassroots
To: <rethikadivya2023@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Rethika T,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

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- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

https://mail.google.com/mail/u/0/?ik=08245fcp44&view=pt&search=all&permmsgid=msg-f%3A1714214690639918423&siml=msg-f%3A171421 1/2



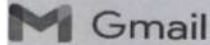
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9/11/2021, 14:07

Gmail - Fwd: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter of Intent - Grassroots

Parveen Khan <parveenkhan7787@gmail.com>
To: "annescollege.cs@gmail.com" <annescollege.cs@gmail.com>

Mon, Oct 25, 2021 at 1:35 PM

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

From: Parveen Khan <parveenkhan7787@gmail.com>
Date: Tue, 12 Oct, 2021, 12:45 pm
Subject: Re: Letter of Intent - Grassroots
To: <anushka@grssl.com>

I accept the offer.

On Sat, 9 Oct, 2021, 11:07 am , <anushka@grssl.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Parveen khatun N,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

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 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

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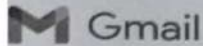
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11/2021, 09:10

Gmail - Fwd: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter of Intent - Grassroots

Anu Priya <anupriya70085@gmail.com>
To: annescollege.cs@gmail.com

Mon, Oct 25, 2021 at 1:29 PM

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

From: **Anu Priya** <anupriya70085@gmail.com>
Date: Sun, Oct 10, 2021 at 12:37 PM
Subject: Fwd: Letter of Intent - Grassroots
To: <anil4r_jc@rediffmail.com>

Intent letter

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

From: **Anu Priya** <anupriya70085@gmail.com>
Date: Sat, Oct 9, 2021, 12:28
Subject: Re: Letter of Intent - Grassroots
To: <anushka@grssl.com>

Please accept this email as my formal acceptance of the offer. I thank you for the opportunity .

On Sat, Oct 9, 2021, 11:07 <anushka@grssl.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Anu Priya P,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
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- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement

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1/0



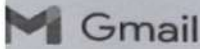
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11/2021, 09:24

Gmail - (no subject)



St Anne's College <annescollege.cs@gmail.com>

(no subject)

Jayshree Jayshree <jayshreejayshree62518@gmail.com>
to: "annescollege.cs@gmail.com" <annescollege.cs@gmail.com>

Thu, Oct 21, 2021 at 1:24 PM

----- Forwarded message -----
From: <TalentAcquisition@infosys.com>
Date: Wed 20 Oct, 2021, 11:14 AM
Subject: Thank you for applying to Infosys
To: <jayshreejayshree62518@gmail.com>

Hi Jayshree P,

Greetings!

We have received your application for the role of Technical Process Executive at Infosys through one of our recruitment partners.

We are currently processing the applications received for this position. PROGEN-Grassroots BPO-109089 is the job description for your reference.

As a next step, please log in to Infosys BPM Careers to confirm your profile details at the earliest.

Visit Infosys BPM Careers to learn more about how we help you move forward in your career.

Thank you.

Best regards,
Talent Acquisition
Infosys BPM Limited

If you need any technical assistance, please write to InfyCareer_techsupp@infosys.com, and for any other queries, write to InfyRec_Feedback@infosys.com.

You are receiving this mail because you have applied for a job at Infosys. If you do not wish to receive further communication from us, please [Opt Out here](#) .

https://mail.google.com/mail/u/0/?ik=0R2451cc44&view=ant&search=all&asmmid=men_Pk1A17142150070R0130R0C&siml=men_Pk1A171421

1/1



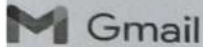
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11/2021, 09:23

Gmail - Fwd: Letter of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter of Intent - Grassroots

Angel Saranya <angelsaranyasaro@gmail.com>
To: "annescollege.cs@gmail.com" <annescollege.cs@gmail.com>

Thu, Oct 21, 2021 at 1:29 PM

Angel Saranya

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, Oct 9, 2021, 11:07
Subject: Letter of Intent - Grassroots
To: <angelsaranyasaro@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Angel Saranya J,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
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- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

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 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

gs://mail.google.com/mail/u/0/?ik=0R245dce44&view=nt&search=all&permmsgid=msg-f%3A17142154112043R9012&siml=msg-f%3A1714215 1/2



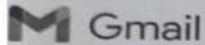
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V11/2021, 09:19

Gmail - Fwd: Letter Of Intent - Grassroots



St Anne's College <annescollege.cs@gmail.com>

Fwd: Letter Of Intent - Grassroots

Radhika Yadhav <radhikayadhav03@gmail.com>
To: annescollege.cs@gmail.com

Thu, Oct 21, 2021 at 4:46 PM

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

From: Radhika Yadhav <radhikayadhav03@gmail.com>
Date: Tue, 12 Oct 2021, 10:17
Subject: Re: Letter Of Intent - Grassroots
To: <placement@grassrootsbpo.com>

I accept the offer.

On Tue, 12 Oct 2021, 10:07 , <placement@grassrootsbpo.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Radhika T,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
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LTI
Let's Solve

Medical Insurance Premium:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.
Employees will not be eligible for any other assistance towards domiciliary treatment other than the medical allowances.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) H.R.A. will be deducted for accommodation (If any) provided by the Company.
- 3) You are covered under the ESIC Act and there will be statutory deductions as per the ESIC Policy.
- 4) The Company can set off or make appropriate adjustment from Bouquet of Benefits towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act.
- 5) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 6) The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- 7) The Annual Incentive(AI) will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same.
- 8) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

- Following are the components applicable to you under **Bouquet of Benefits (BOB)**.

Components	Limits	Remarks
House Rent Allowance (PM)	10% - 50% of basic	Mandatory
Medical Allowance (PM)	Rs. 1,250/-	Optional
Conveyance Allowance (PM)	Rs. 1,600/-	Optional
Meal Allowance (PM)	Rs. 1,100/- OR Rs. 2,200/-	Optional

* Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

- You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



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Let's Solve

ANNEXURE-1

Name	: V Aishwarya	Date	: February 23, 2021
Salary Grade	: AT1		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		3,000	
A. Base Salary (PA)	216,000	18,000	
Annual Incentive	10,000		
B. Total Variable (PA)	10,000		
C. Total Target Cash (A+B)	226,000		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	6,773		
D. Retirals & Other Benefits	37,037		
Cost to Company (CTC) C+D	263,037		



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LTI

Larsen & Toubro

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.


Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.


Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.

Signature and Date



ST. ANNE'S DEGREE COLLEGE FOR WOMEN

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ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



LTI
Let's Solve

Date: February 23, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: V Aishwarya
College: St. Anne's degree college for women

OFFER OF EMPLOYMENT

Dear V Aishwarya,

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

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

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

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

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

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

TERMS AND CONDITIONS

- 1. Increments and Promotions**
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.
- 2. Overseas Deputation/International Assignment**
It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.
Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.
- 3. Documents**
Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



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LTI
Let's Solve

ANNEXURE-2

Eligibility Criteria for Non-Engineering Candidates- Year 2021 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information Science and Electronics
Age Criteria: As on 1st July of Passing year (2021)	Less than 23 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No year drop allowed.
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	50% & Above OR Equivalent CGPA NOTE: • SSC /HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Diploma(if applicable), Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA • For the interview process, an aggregate of 60% & above <u>ill the results of the last conducted examination</u> will be considered. • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) • Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate must state First class
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	• Not more than 2 active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester of any course</u> • Any pending Re-attempts/ATKTs/Backlogs/Arrears in the current course (obtained after the interview process) must be attempted and cleared with the final semester examinations
Nature of Course:	All Full Time courses Only
Year of Passing:	2021 SUMMMER pass outs Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS
Service Agreement:	Signing a Service Agreement for a period of 2 years starting from the date of joining
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirement. Non-performance during training/on the job phase is subjected to separation from the organization



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5.2.1

Placement Record

Bachelor of Science(PMC)



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#23, Cambridge Road, Halasuru, Bangalore- 560008

BACHELOR OF SCIENCE(PMC)

Academic Year 2020-2021

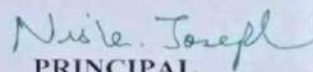
Placement Record

Sl. No.	Year of Graduation	Name of students placed and contact details	Register Number	Program graduated from	Name of the employer with contact details	Pay Package at appointment
1	2021	Architha K 9916035218	S1816602	BSc(PMC)	Infosys	2.25 LPA
2	2021	Monisha.S 7259566466	S1816607	BSc(PMC)	Infosys	2.25 LPA
3	2021	Pooja K 9902670265	S1816610	BSc(PMC)	Infosys	2.25 LPA
4	2021	Rasika K 9535946930	S1816612	BSc(PMC)	Infosys	2.25 LPA
5	2021	Shalu A 7022877544	S1816614	BSc(PMC)	Infosys	2.25 LPA


HOD

Head of the Department
Bachelor of Science [PMC]
St. Anne's Degree College For Women
Halasuru, Bangalore - 560 008.




PRINCIPAL
PRINCIPAL
St. Anne's Degree College
For Women
23, Cambridge Road, Halasuru,
Bangalore - 560 008.




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11/13/21: 10:24 AM Gmail - Fwd: Letter of Intent - Grassroots

 Gmail **B.Sc., SCIENCE DEPARTMENT <annescollegebsc@gmail.com>**

Fwd: Letter of Intent - Grassroots
2 messages

Shalu ammu <shaluteejay6@gmail.com> 9 October 2021 at 17:15
To: "annescollegebsc@gmail.com" <annescollegebsc@gmail.com>

----- Forwarded message -----
From: **Shalu ammu <shaluteejay6@gmail.com>**
Date: Sat, 9 Oct 2021, 5:10 pm
Subject: Fwd: Letter of Intent - Grassroots
To: Anand ' <anandkrishsk@gmail.com>

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, 9 Oct 2021, 11:07 am
Subject: Letter of Intent - Grassroots
To: <shaluteejay6@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Shalu.A,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct

<https://mail.google.com/mail/u/0/?ik=9bd34b2f3e&view=pt&search=all&permthid=lnrread-f%3A1713142467456106729&siml=msg-f%3A1713142...> 1/2



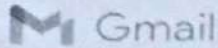
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11/13/21, 10:26 AM

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B.Sc., SCIENCE DEPARTMENT <annescollegebsc@gmail.com>

Fwd: Letter of Intent - Grassroots

2 messages

Architha Siva <archithasiva20@gmail.com>
To: "annescollegebsc@gmail.com" <annescollegebsc@gmail.com>

9 October 2021 at 17:18

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, 9 Oct 2021, 11:07 am
Subject: Letter of Intent - Grassroots
To: <archithasiva20@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Architha.K,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

Note: Documentation and Training Link will be furnished upon confirmation.

<https://mail.google.com/mail/u/0/?ik=9bd34b2f3e&view=pt&search=all&permthid=thread-f%3A1713142648901032084&siml=msg-f%3A1713142...> 1/2



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10/21, 10:27 AM

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2 messages

Pooja Kumar <poojakumarkavitha14@gmail.com>
To: annescollegebsc@gmail.com

9 October 2021 at 20:37

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

From: <anushka@grssl.com>
Date: Sat, Oct 9, 2021, 11:07 AM
Subject: Letter of Intent - Grassroots
To: <poojakumarkavitha14@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Pooja.K,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

Note: Documentation and Training Link will be furnished upon confirmation.

<https://mail.google.com/mail/u/0/?ik=9bd34b2f3e&view=pt&search=all&permthid=thread-P%3A1713155164807690879&siml=msg-f%3A1713155...> 1/2



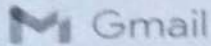
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11/13/21, 10:29 AM

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3 messages

S.monisha S.monisha <monimonishassmd@gmail.com>
To: "annescollegebsc@gmail.com" <annescollegebsc@gmail.com>

11 October 2021 at 13:10

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

From: S.monisha S.monisha <monimonishassmd@gmail.com>
Date: Sat, 9 Oct, 2021, 11:48 PM
Subject: Re: Letter of Intent - Grassroots
To: <anushka@grssl.com>

I accept this offer.

On Sat, 9 Oct, 2021, 11:07 AM, <anushka@grssl.com> wrote:

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Monisha.S,

We are happy to inform you that you have been shortlisted in our screening process.

You're training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters

- a. Good code of conduct
- b. Training attendance: 90%
- c. Assignment rating: 80%+ (A+)

<https://mail.google.com/mail/u/0/?ik=9bd34b2f3e&view=pt&search=all&permthid=thread-F%3A1713308121612518827&siml=msg-f%3A1713308...> 1/2



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11/13/21, 10:23 AM

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B.Sc., SCIENCE DEPARTMENT <annescollegebsc@gmail.com>

Fwd: Letter of Intent - Grassroots

2 messages

Rasika K <rasikak86034@gmail.com>
To: annescollegebsc@gmail.com

9 October 2021 at 17:12

----- Forwarded message -----
From: <anushka@grssl.com>
Date: Sat, 9 Oct, 2021, 11:07 am
Subject: Letter of Intent - Grassroots
To: <rasikak86034@gmail.com>

Sub: Letter of Intent - Grassroots

Letter of Intent

Date: 9th Oct 2021

Dear Rasika.K,

We are happy to inform you that you have been shortlisted in our screening process.

Your training for 3 weeks will commence from 25th October 2021 followed by the final interview process with our clients.

Note:

- The training provided is as per our client requirement and there are no charges for the training or the placements
- Training will be for 6-8 hours a day/5 day a week virtually (15 days Approx)
- The Final offer letter will be from our client
- Job Role: Service Desk Support Specialist
- Shift: Rotational Shifts/Night
- CTC: 2.50 LPA
- Hiring Locations: Bangalore and Pune

Terms and Conditions:

- 1) Candidate will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress code and a willingness to learn
- 2) Candidate will furnish all necessary information pertaining to training, including related assignments and reports
- 3) Under no circumstances will the candidate leave the training without notifying the Trainer
- 4) The company will not be liable for injury sustained or health conditions that may arise for the candidate during the 3-week training period
- 5) Your Training will include basic, soft skills and technical learning relevant to our client's requirement
- 6) Qualifying to be part of the training program will not guarantee employment
- 7) Training assessment & following mandatory performance parameters
 - a. Good code of conduct
 - b. Training attendance: 90%
 - c. Assignment rating: 80%+ (A+)

Congratulations! We look forward to you pursuing this opportunity as turning point of your career.

Please reply to this email as a confirmation/acceptance.

Note: Documentation and Training Link will be furnished upon confirmation.

<https://mail.google.com/mail/u/0/?ik=9bd34b2f3e&view=pt&search=all&permthid=thread-f%3A1713142226930253712&siml=msg-f%3A1713142...> 1/2



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5.2.1 Placement Record M.Com



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11/29/21, 7:36 PM

Grassroots Payfiller Platform



Appointment Letter

Document ID: GR/HR/APT/2021/16990

Date: 2021-11-29

To,
Ms. Arshiya Taj A,
D/O ASLAM PASHA,#336, 10TH MAIN, M.V. GARDEN,
ULSOOR,
BANGALORE, Karnataka - 560008
Contact Number: 8762050816

Dear Ms. Arshiya Taj A.

On behalf of Grassroots, I am pleased to offer you the position of **Talent Acquisition - Specialist**, on the terms and conditions set out herein below. We are happy to offer you CTC of INR. **24000** /Month. I hope you will find working with Grassroots, to be an exciting and rewarding experience. Your employment is contingent on the appropriate successful results of a background check which will include a criminal records check, reference checks, verification of education and verification of work history. This agreement confirms the terms of our offer of employment and supersedes all other prior correspondence.

1. Commencement of Employment

- 1.1. You will join the services of the Company on **2021-10-07**
- 1.2. On joining the Company, you shall be on probation initially for a period of 6 months from the actual date of your joining.
- 1.3. Your confirmation with the Company is subject to your satisfactory performance during the period of probation. The probation/training period may be curtailed or extended by the management of the Company in its sole discretion.
- 1.4. During the period of probation/your services may be terminated at the discretion of the management, with or without assigning any reason, with one month notice or one month salary in lieu of notice. Similarly, during this period you may also resign your appointment with one month notice or payment of one month salary in lieu of notice, but subject to the approval of the management of the Company.
- 1.5. Your confirmation with the Company will be communicated to you in writing.

2. Terms of Employment

You shall faithfully and to the best of your ability devote all of your working time exclusively to the performance of the services as may be assigned to you by the Company. You hereby agree to abide by all policies and decisions of the Company during the term of this Agreement.

3. Compensation

As compensation for services mentioned hereunder, the Company will pay you such amounts mentioned in Annexure "A" to this Agreement. All forms of payments referred to in this Agreement and attachment hereto are subject to such deductions as may be prescribed by any Act/Rules/Notifications as applicable to you and as amended from time to time. Company shall also be entitled to deduct any other sums as may be

192.168.3.23/352payfiller/2019/support/generateContractLetters.php?q=7012

1/7

11/29/21, 7:36 PM

Grassroots Payfiller Platform

recoverable from you from time to time. Your salary shall be payable in monthly arrears on the Seventh day of each month.

4. Training

- 4.1. In addition to your current skill sets, you acknowledge that for the performance of your services under this Agreement, you will require considerable knowledge of client's business and relevant processes involved in client's business.
- 4.2. To enable you to perform the services effectively, Company requires you to undergo training either at the Company's premises or at any other location designated by the Company, including the premises of the client.

5. Transfer

- 5.1. The Company may at any point of time, in its sole discretion, after giving you reasonable notice, depute, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad. In such event, the terms and conditions governing your service shall be those applicable at the location of transfer.
- 5.2. Company may in its sole discretion also depute you to any work or assign your services to any associate Company, subsidiary or other companies, concerns, organizations, or with whom Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.



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#23, Cambridge Road, Halasuru, Bangalore- 560008



8:59



Grassroots Off...



10/11/21, 1:04 PM

Grassroots Payfiller Platform



Offer Letter

Document ID:

Date: 2021-10-11

Dear Ms. ARSHIYA TAJ A,

On behalf of Grassroots, we are pleased to offer you the position of **Talent Acquisition - Specialist**.

We are excited about the potential that you will bring to our organization.

Your initial compensation package includes an annual salary of **INR 270000**

You are required to join us on **2021-10-07 at 10 AM**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand. The office address for completing joining formalities is **Tower A, 3rd Floor, Diamond District, Domlur, Bangalore 560008**.

We look forward to your arrival as an employee of our organization and are confident that you will play a key role in our company. Your detailed appointment letter will be issued to you at the time of your joining. Kindly quote your **Candidate ID : 21470** at the time of joining.

If this employment offer is acceptable to you, please acknowledge this letter.

Yours sincerely,

For Grassroots

Authorised Signatory

**** This is a system generated document and does not require physical signature. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.**

For any further clarifications, please call us at 080 4929 2462 / 080 4929 2457, or email us at hr_blr@grassrootsbpo.in

Please do not print this letter unless it is absolutely necessary. Save paper, save trees

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ST. ANNE'S DEGREE COLLEGE FOR WOMEN

Permanently Affiliated to Bengaluru City University
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Offer Letters of Placement of Outgoing Students 2020 Passed out



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27-Oct-2020

Catherine Jenifer
Bangalore

Reg: Offer of employment

Dear Catherine,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Bangalore - RGA**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **07-December-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Catherine Jenifer
Date:

Legato Health Technologies LLP | www.legatohealth.com



Head Office: RGA Tech Park, Floor 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045
PH: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

Branch Office: Floors 8 and 9 of N. C. Laxmi Inlöhahn, Chikkakannalli Village, Sarjapur Main Road, Bengaluru, Karnataka - 560035 | PH: 040-0817-3000 | GSTIN: 36AAHFL3010G1ZK

Branch Office: RGA Tech Park, Floor 8-11, Block-4, Chikkakannalli Village, Sarjapur Main Road, Bengaluru, Karnataka - 560035 | GSTIN: 29AAHFL3010G2ZL

LLPIN: AAL-092R | PAN: AAHFL3010G

Noble Joseph
PRINCIPAL
St. Anne's Degree College,
For Women
23, Cambridge Road, Halasuru,
Bangalore - 560 008.



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Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206350513/Bangalore/BPS/BTN
Date: 18/11/2020

Ms. Deepa M
No. 328, 4th Street, Opp Geetha Clinic Road, Devasandra, Kr Puram, Bangalore
Vinayakanagar
Geetha Clinic
Bangalore-560036
Karnataka
Tel# 91-8050327550

Dear Ms. Deepa M,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Private and Confidential
TCSL/DT20206350513

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Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20206343540/Bangalore/BPS/BTN
Date:06/08/2020

Dear Ms. Meghana M ,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

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TATA CONSULTANCY SERVICES

1



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#23, Cambridge Road, Halasuru, Bangalore- 560008



16 Aug, 2020

Clara Esther,

Dear Clara,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

EIT SERVICES INDIA PRIVATE LIMITED. (Formerly known as Hewlett-Packard GlobalSoft Private Limited)
Registered Office: 39/40, Electronics City, Phase II, Hosur Road, Bangalore - 560100 Karnataka, India
CIN: U72300KA2000PTC026988 | T: +91 80 33862147 | www.dxc.technology



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#23, Cambridge Road, Halasuru, Bangalore- 560008



16 Aug, 2020

Bhavani Das

Dear Bhavani Das,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Lokendra Sethi
Vice President - Human Resources

EIT SERVICES, INDIA PRIVATE LIMITED. (Formerly known as Hewlett-Packard GlobalSoft Private Limited)
Registered Office: 39/40, Electronics City, Phase II, Hosur Road, Bangalore - 560100 Karnataka, India.
CIN: U72300KA2000PTC026968 | T +91 80 33862147 | www.dxc.technology



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DR - BPS/RH6425236/207086/Bangalore/December/V1

OFFER OF EMPLOYMENT PRIVATE & CONFIDENTIAL

December 01, 2020

Hajeera BI,

289, 1st main, 5th cross, Dargahmaholla, Tin Factory,
Bangalore

Dear Hajeera BI,

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transctn Procng Off, in **Band 5, Level 1** with our organization. The gross compensation will be INR 1,92,100/- (One Lakhs Ninety Two Thousand One Hundred **rupees only**) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

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

Contact Us:

Mphasis Limited
Registered Office:



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09-November-2020

Bindu K V
Bangalore

Reg: Offer of employment

Dear Bindu,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Bangalore RGA**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **07-December-2020** and at all times thereafter; (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Bindu K V
Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Mansata Embassy Business Park, Floors 6-10, Block Banjan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560053
Ph: 080 6152 0000 | GSTIN: 29AAHFL3010G221

Branch Office: Floors 8 and 9 of T1 and T2, Jyoti Sulfale
Kusurpet village, Gandepet Mandal, Bengaluru Dist.
Telangana - 500075 | Ph: 093 681 70009 | GSTIN: 36AAHFL3010G224

Branch Office: RGA Tech Park, Floor 8-11, Block 4,
Chikka Kammath Village, Sarjapur Main Road, Bengaluru,
Karnataka - 560035 | GSTIN: 29AAHFL3010G221

LLPIN: AAL-0925 | PAN: AAHFL3010G



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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Shwetha Prabhu,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

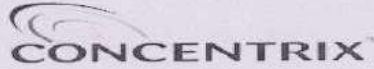
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#23, Cambridge Road, Halasuru, Bangalore- 560008



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Sharanya V .,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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Concentrix Hiring Team

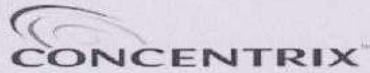
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Rehana RI .,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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Concentrix Hiring Team

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Rashmi M,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

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#23, Cambridge Road, Halasuru, Bangalore- 560008



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Rashmi K,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

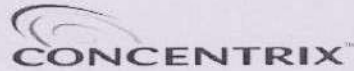
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear PRIYANKA K,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Rajeshwari.v Rajeshwari.v,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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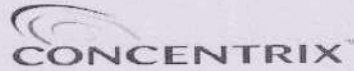
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ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Priyanka G,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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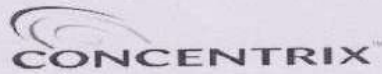
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Preethi V,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Preethi Murugan,

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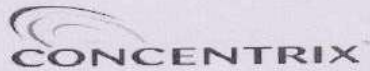
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Pooja S m,

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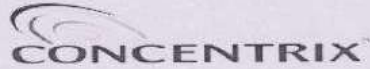
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Pooja Kumari J G,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Pooja M,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Pavithra N,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Noor Arshiya,

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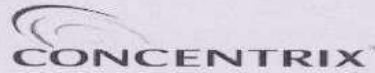
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Nithya Lakshmi C,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Nageshwari R,

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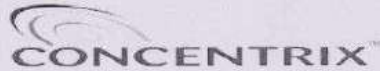
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Merley Michael Xavier,

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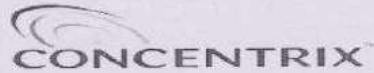
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Subject: Expression of Interest - Campus

Dear Meghana - M,

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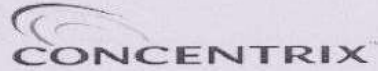
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Subject: Expression of Interest - Campus

Dear Meena K,

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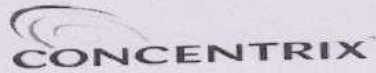
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Subject: Expression of Interest - Campus

Dear Mayuri Sarkar,

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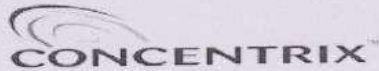
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Subject: Expression of Interest - Campus

Dear Mamtha V,

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Recognized by UGC under Section 2(f), Accredited with 'A' Grade by NAAC
ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Maheswari N A,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Krithika E..,

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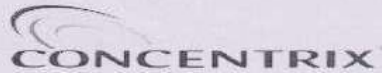
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Kasthuri sp S p,

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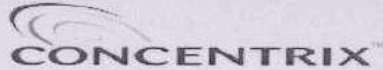
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear K Jambhuvathi Yadav,

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear INDIRA T V,

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Subject: Expression of Interest - Campus

Dear Hajeera Bi.

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Gowthami R,

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Subject: Expression of Interest - Campus

Dear Geetha priya N,

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Subject: Expression of Interest - Campus

Dear Durga A,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Subject: Expression of Interest - Campus

Dear Deepa M,

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Subject: Expression of Interest - Campus

Dear Clara Esther V,

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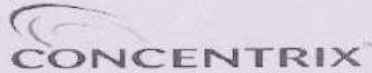
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Subject: Expression of Interest - Campus

Dear CHANDANA N,

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Subject: Expression of Interest - Campus

Dear Chaitra S,

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Subject: Expression of Interest - Campus

Dear Chaithra CB,

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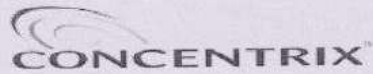
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Dear Catherine Jenifer R,

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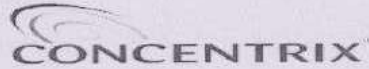
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Dear Bindu K V,

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Dear Bhavya S ..

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

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ST. ANNE'S DEGREE COLLEGE FOR WOMEN

Permanently Affiliated to Bengaluru City University
Recognized by UGC under Section 2(f), Accredited with 'A' Grade by NAAC
ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Bhavani Das,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Concentrix Hiring Team

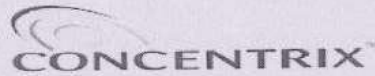
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Ashwini R pawar,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Aparna K,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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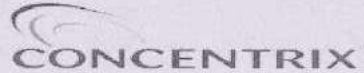
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Anitha R,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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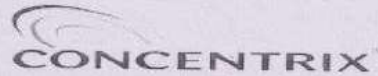
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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Amalor Pava Mary,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Deepika M,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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LETTER OF INTENT

CIN: U74999PN2008PTC132520
Ref.:
Date:

Dear

KASUTHURI

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

We congratulate you and note with pleasure that you are selected in the final interview with the Company as Associate.

In terms of the understanding between the Company and Global Talent Track Private Limited (GTT), you will undergo Training with GTT and upon your satisfactory completion of the same; the Company will be pleased to make you an offer of employment subject to the following conditions being satisfied:

1. You shall attend and participate in all the classes and sessions of the Training Course and undergo and successfully clear the periodical assessment of your performance, both written and practical, as per the training schedule and curriculum of the Training Course
2. You shall successfully complete your graduation without any backlog with an aggregate of minimum 60% marks
3. You shall successfully clear background checks, have confirmation and authentication of your educational certificates from the schools, universities or institutions concerned from where you have cleared those courses, undergo and pass out medical fitness tests including drug tests and other hiring screens as per the applicable Company policies from time to time
4. You have completed eighteen (18) years of age and have produced documentary proof for the same
5. You shall submit relevant documents as prescribed by GTT and the Company
6. You shall be flexible to work in any Shift of work, including, Night shifts
7. You will be included in the training as per the requirement of the Company
8. You shall fulfill any other criteria as set by the Company from time to time

We extend you a warm welcome, wish you all the best in your career and look forward for a long enduring relationship.

May we request you to sign and return a copy of this letter in token of your acceptance of the aforesaid Terms and Conditions.

With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Kasuthuri



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

KRISHIKA

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
(the Company)

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May we request you to sign and return a copy of this letter in token of your acceptance of the aforesaid Terms and Conditions.

With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

Preethi

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited (the Company)

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear

PREYANKA . R

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,

Yours sincerely,

For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

SWATHI . P

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,

Yours sincerely,

For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear BANDU

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Bandu



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LETTER OF INTENT

CIN: U74999PN2008PTC132520
Ref.:
Date:

Dear

Mouli

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Mouli



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear SHANDYA MARIA

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Shandya Maria



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

SANGEETHA .M

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7. You will be included in the training as per the requirement of the Company
8. You shall fulfill any other criteria as set by the Company from time to time

We extend you a warm welcome, wish you all the best in your career and look forward for a long enduring relationship.

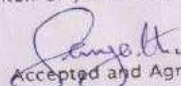
May we request you to sign and return a copy of this letter in token of your acceptance of the aforesaid Terms and Conditions.

With regards, we remain,

Yours sincerely,

For Global Talent Track Private Limited

Key Account Manager


Accepted and Agreed



ST. ANNE'S DEGREE COLLEGE FOR WOMEN

Permanently Affiliated to Bengaluru City University
Recognized by UGC under Section 2(f), Accredited with 'A' Grade by NAAC
ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear

FLORA

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
(the Company)

We congratulate you and note with pleasure that you are selected in the final interview with the Company as Associate.

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

SARANYA

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

We congratulate you and note with pleasure that you are selected in the final interview with the Company as Associate.

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May we request you to sign and return a copy of this letter in token of your acceptance of the aforesaid Terms and Conditions.

With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear ZAINAB

Sub: Letter of intent for your selection with Capgemini Business Services India Limited ("the Company")

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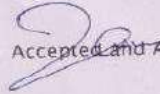
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May we request you to sign and return a copy of this letter in token of your acceptance of the aforesaid Terms and Conditions.

With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager


Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear

JULIE KUMARS

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
(the Company)

We congratulate you and note with pleasure that you are selected in the final interview with the Company as Associate.

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

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Ref:
Date:

Dear BHAVYA'S

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited ("the Company")

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With regards, we remain
Yours sincerely,
For Global Talent Track Private Limited

Bhavna
Key Account Manager

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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear Aparna

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Aparna



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

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Dear DEEPA

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,

Yours sincerely,

For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

DEEPA



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

Durga

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Durga



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear

Goutham S

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited ("the Company")

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With regards, we remain,

Yours sincerely,

For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed

Goutham S



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear DIKSHA H

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear

Indira T. V

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

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LETTER OF INTENT

CIN: U74999PN2008PTC132520
Ref.:
Date:

Dear

Hema Lakshmi

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited
Key Account Manager

Accepted and Agreed

[Signature]



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref:

Date:

Dear ANUSHA S

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
("the Company")

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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

Accepted and Agreed



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LETTER OF INTENT

CIN: U74999PN2008PTC132520

Ref.:

Date:

Dear Durga . A

Sub: Letter of Intent for your selection with Capgemini Business Services India Limited
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With regards, we remain,
Yours sincerely,
For Global Talent Track Private Limited

Key Account Manager

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Durga . A



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#23, Cambridge Road, Halasuru, Bangalore- 560008



White Horse Manpower Consultancy Private Ltd.

Offer Letter for the POST of Trainee HR Recruiter

Dated

04/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms. *Moukha*

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month after then a confirmation letter will be given as appointment letter.
Three month Probationary period during which time your performance will be reviewed.

1. You will be under HR Training for 30 Days with no benefits, thereafter you will need to clear the Modules, and if unable to do the same will be put on training again for 15 more days (total 30 days) .or termination.
2. Your joining date would be reporting time 9:00am.
3. First 90days you will be on probation, there would be no leaves, if late for 4 days 1 day salary would be deducted, more than 3 days of unauthorized absence leads to termination without benefits.
4. Unauthorized absence in training for 1day or misbehaving with colleagues or Team Leader and misconduct on company Property, Data, Systems, Phones leads to on spot termination without any benefits.
After 3 months you will be entitled for 1 day paid leave per month.
5. Working time is 9.00am to 6:00pm every day 6 days Working and Sunday Holiday
6. This is a permanent position and you will therefore be entitled to all staff benefits after training.
7. Your Salary Rs.13000/ (Three plus two thousand attendance) on target based Plus performance incentives every Month if reached target upto Rs.25000.
8. Your salary will be paid directly into your bank account/cheque on the 21st of each month.
9. While Joining pl submit, All educational, ID, Address proof, experience letters all in photo copies with 5 Passport size photos.
10. Notice Period required is 2 months (two months) to get the final settlement/experience letter.
11. ESI PF Will be deducted appropriately.

We are all looking forward to work with you and hope you will soon feel part of the team. If you have any questions, please contact 9980455117 HR Manager Ms. Ruby. You Write to ruby@whitehorsem manpower.in

If you confirm and agree to the above you may sign and return the duplicate copy of the indent offer.
We request you to produce the photo copies of the original Educational documents/ ID proof/Experience letter/5 passport photos,

Yours sincerely



For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate

Moukha

Signature and Date

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ST. ANNE'S DEGREE COLLEGE FOR WOMEN

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#23, Cambridge Road, Halasuru, Bangalore- 560008



White Horse Manpower Consultancy Private Ltd.

Offer Letter for the POST of Trainee HR Recruiter

Dated 04/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms. *Prinjanee S*

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month after then a confirmation letter will be given as appointment letter. Three month Probationary period during which time your performance will be reviewed.

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Yours sincerely



For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate *Prinjanee S*

Signature and Date

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White Horse Manpower Consultancy Private Ltd.

Offer Letter for the POST of Trainee HR Recruiter

Dated 05/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms.

Monica

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month after then a confirmation letter will be given as appointment letter. Three month Probationary period during which time your performance will be reviewed.

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Yours sincerely



For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate

Monica

Signature and Date

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White Horse Manpower Consultancy Private Ltd.

Offer Letter for the POST of Trainee HR Recruiter

Dated 03/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms. *Petia*

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month after then a confirmation letter will be given as appointment letter.
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Yours sincerely



For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate

Petia

Signature and Date

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White Horse Manpower Consultancy Private Ltd.

Offer Letter for the POST of Trainee HR Recruiter

Dated 04/07/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms.

GEETHA M. H

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

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Yours sincerely



For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate

Geetha

Signature and Date

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White Horse Manpower Consultancy Private Ltd

Offer Letter for the POST of Trainee HR Recruiter

Dated 01/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms.

CANATHRI R

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited.**

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For Manager
Ruby
White Horse Manpower Consultancy P Ltd.

Candidate

Signature and Date

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White Horse Manpower Consultancy Private Ltd

Offer Letter for the POST of Trainee HR Recruiter

Dated 02/06/2020

Ref: WHMP/01

Congratulations!!

Dear, Mr/Ms. *Pooja*

This is to confirm that you are Selected for the post of HR Recruiter In **White Horse Manpower Consultancy Private Limited**.

This position is offered subject to satisfactory reference and pre-employment checks and completion of the three-month after then a confirmation letter will be given as appointment letter.
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Candidate

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