



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**

2022-2023



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Criterion 5

5.2.1

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Placement Offer Letters(2022-2023)

Department of Commerce(B.Com)



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OFFER LETTER

10 JUNE 2023

To,

Dear Charulatha

Further to our recent discussion, we are pleased to offer and appoint you as ACCOUNT ASSOCIATE with the following basic terms and conditions:

Your date of selected will be effective from: 10 JUNE 2023.

1. Salary

Your total monthly compensation on a "Cost-to-Company" (CTC) basis will be Rs.30,000/-WORK WILL START AS SOON AS YOU COMPLETE TRAINING .Salary shall be paid on a every Month per year basis in arrears on the 10th of each month, or if that is not a working day, then on the preceding workday.

2. Working Hour

Working hours will be from 9.30am to 6.30pm on Monday- Friday. Nevertheless you may be expected to work such extended hours as may be reasonably be necessary to ensure that the work of the Company is properly and promptly dealt with in accordance with the demands of its clients. Annual leaves will be 10 leaves.

• **NOTE:** Immediate joining for the entire team employee as preferred position.
Course fees will be added along with 2nd month salary (only if course is completed and receipt copy should be submitted).

3. Employment Regulation

You are expected to devote full attention and time for the company's work. You shall not gainfully engage yourself in any business or profession or undertake any employment, full time or part time , while in the service of the company.

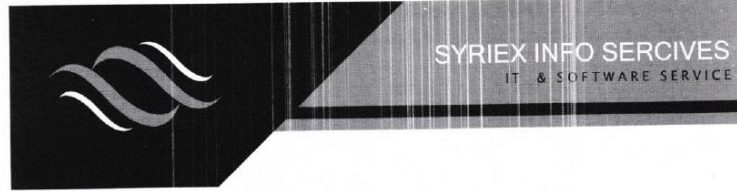
MG road Bangalore Karnataka 560025

89254 24098



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Schedule to salary breakup's

Reporting To
Salary/Allowances

:Team Head
:Mentioned below

Earnings			Deductions	
Salary Components	Per Month(Rs)	Per Annum(Rs)	Deduction components	Per Month(Rs)
Basic Salary	18,000	2,16,000	Professional Tax	200
House Rent Allowance	6,000	72,000	P F	1300
Medical allowance	3,800	45,600	ESI	500
Other allowance	2,200	26,400		
Total Earnings(CTC)	30,000	3,60,000	Total Deductions	2000
Salary In hand	28,000.00	3,36,000		

NOTE:-System will be provided on 1st day of your work starting.

FOR Syrix Info Company

Authorized Signature

MG road Bangalore Karnataka 560025

89254 24198



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Staffing | Search & Selection | HR Solutions | Inhouse Services

Date:22-09-2023

Welcome Note

Dear Ms. Sanjana B

Congratulations and welcome to Randstad family! We are delighted to have you as part of our organization. Your role and association with us is critical in fulfilling the mission of our organization. We hope, our association will be professionally meaningful and mutually beneficial. You join a group of our 60,000 + Employee Workers (EW) deputed to our various clients, in order to partner in their business success.

Thank you for the information and documentation provided to ease your on-boarding process. You can continue to use our online portal to access and download your monthly pay slips, edit personal details, download forms required for registering your employment for various statutory benefits. The next few pages will give you more information on your employment with us.

For any queries, please feel free to contact the Randstad Help Desk. The facility is currently available Monday through Friday, 9:30 am to 6:30 pm. You may contact the Help Desk through one of the three methods below:

1. Log in to Click Here
2. Call us Toll free 1800 420 9944
3. Helpdesk Link <https://employeehelpdesk.randstad.in/>

Our Core Values: As a new entrant, we would like you to know that randstad is known for continuing to adhere to and live by the core values established in our early days. Its good to know that every Randstad employee continues to keep to and live by these values today. They are

To Know - We are experts. We know our clients, their companies, our candidates and our business. In our business its often the details that count the most

To Serve - We succeed through a spirit of excellent service, exceeding the core requirements of our industry.

To Trust - We are respectful. We value our relationships and treat people well.

Striving For Perfection - We seek to improve and innovate constantly. Its our job to help our clients and candidates to find satisfaction in all their pursuits. This is what gives us the edge.

Simultaneous Promotion Of All Interests - We take our social responsibility seriously. Our business must always benefit society as a whole.

I wish you all the very best as you embark on an exciting journey with Randstad while enhancing your professional stature, along the way.

For Randstad India Pvt Ltd.

Authorized Signatory
B. Krishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,



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Date: 22-09-2023

To,
Ms. Sanjana B,
Empcode -1645542

FIXED TERM CONTRACT OF EMPLOYMENT

We are pleased to appoint you in our organisation as Executive, for a fixed period of employment, on the following terms and conditions:

1. Your contract of employment shall be valid for a period of 1 year from 25-09-2023 to 24-09-2024. Notwithstanding this, in the event of the project/ work for which you are being employed comes to an end before the aforementioned period, this contract shall be co- terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
2. Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relating to the work for which you are hereby engaged. In that event, the Company shall in writing extend your temporary assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the Management to any of our clients company or locations to do work pertaining to or incidental to the clients business.
4. Details of your salary break up with components is as per the Annexure 1.
5. Provident Fund will be remitted as per law, applicable from time to time. It's the employees responsibility to update the nomination directly into the PF portal and Randstad does not hold any responsibility on it. In case, you are eligible for ABRY scheme, the applicable PF employee contribution will be refunded post availing benefit.
6. You will be covered under a Medical Insurance upto 75000 per annum and Group Accident Insurance Scheme of 200000 & Group Terms Life Insurance of ~GTLvalue~. This policy will come into effect after 30 days of your joining the company.
7. You will be eligible for leave as per the clients company policy, during the period of your contract of employment.
8. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
9. You are advised to read and understand Randstad Health & Safety Policy for deputees (Annexure 2) and comply with relevant policies that are in practice at SBI Cards & Payment Services Limited. Adherence to the stated and relevant policies is a condition of employment with Randstad. In the event you are found to be non-compliant of any of the applicable policies, Randstad reserves the right to take necessary action against you.
10. This contract shall be terminable by either party giving 7 days notice in writing or salary in lieu of notice, to the other.
11. At Randstad your privacy is important to us. By submitting your personal information, you have agreed and consented to Randstad's processing of your personal information for the intended purposes of employment opportunities. Please note that your involvement in any violation of data protection laws or causing data breach would result in disciplinary action, which can lead to immediate termination and withholding of your pecuniary benefits.

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

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Mumbai, Maharashtra 400002



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As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Wishing you the very best!
Yours truly,

For Randstad India Pvt Ltd.

Authorized Signatory
Babakrishnan S
Head - HRSSC

Acceptance:

I acknowledge that while I am working for Randstad India Private Limited and deputed to SBI Cards & Payment Services Limited, I would be handed over with a biometric device to carry out my official responsibility and that I will take proper care of the equipment that I am entrusted with. I further understand that considering the cost of the equipment entrusted to me, is non-refundable amounting to INR 2300 shall be charged. I further understand that I will not misuse the device and would maintain confidentiality & high level of integrity in all my actions while using the device and during the service.
I Sanjana B have read and hereby accept the above mentioned terms and conditions

Signature : 2436651

Date : 22-09-2023 07:24:20

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Bangalore - 560002



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Date: 22-09-2023

Ms. Sanjana B,
Empcode -1645542

DEPUTATION LETTER

Further to clause 3 of your letter of employment, we are pleased to advise you that your services are being deputed to SBI Cards & Payment Services Limited with effect from 25-09-2023 and your reporting time is 09:30 AM at their BANGALORE office. The terms and conditions of your deputation will be as follows:

1. You will, with effect from 25-09-2023, be required to work at our clients office/ premises at any of their locations.
2. During the tenure of the deputation, you will continue to be an employee of Randstad.
3. In the day to day functioning or carrying out all responsibilities, you will receive instructions from SBI Cards & Payment Services Limited and will undertake to abide by any suggestions, etc. given by any assigned person(s).
4. You shall also abide by any training that may be offered to you by SBI Cards & Payment Services Limited.
5. You shall be bound to follow the working hours of SBI Cards & Payment Services Limited.
6. You shall take care not to disclose confidential information / trade secrets, etc that you may come across in the course of your responsibilities to anyone outside SBI Cards & Payment Services Limited and use such information only in connection with the service provided to SBI Cards & Payment Services Limited.
7. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against SBI Cards & Payment Services Limited. This arrangement is purely a contractual agreement between Randstad and SBI Cards & Payment Services Limited for the time specified.
8. You shall not engage in any act subversive of discipline in the course of your duty/ies in the property of SBI Cards & Payment Services Limited or outside, and if you were at any time found indulging in such act/s, we reserve the right to initiate disciplinary action as is deemed fit, against you.
9. You shall be responsible for protecting the property of SBI Cards & Payment Services Limited entrusted to you in the due discharge of your duties and shall indemnify SBI Cards & Payment Services Limited when there is a loss of any kind to the said property.

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

As a token of your acceptance of the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us. In the event of not receiving a signed copy of this letter from you, this letter will be deemed to have been accepted by you upon the receipt of the following month's salary

Yours truly,
For Randstad India Pvt Ltd.

Authorized Signatory
Balakrishnan S
Head - HRSSC

I, Sanjana B have read and hereby accept the above mentioned terms and conditions

Signature : 2436651

Date : 22-09-2023 07:24:20

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Mumbai - 400 002



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Schedule A

Assignment Details of Sanjana B

Name	Sanjana B
Client Name	SBI Cards & Payment Services Limited
Place of Deputed	BANGALORE
Designation	Executive
Start date of Assignment	25-09-2023
End date of Assignment	24-09-2024

Annexure 1: Salary Break - Up Details

Component	Monthly	Yearly
Basic	15,600.00	187,200.00
House Rent Allowance	2,116.00	25,392.00
Statutory Bonus	1,299.00	15,588.00
Gross Salary	19,015.00	228,180.00
Employer's Contribution to ESI	618.00	7,416.00
Employer's Contribution to EPF	1,872.00	22,464.00
Insurance	90.00	1,080.00
CTC (Cost to the company)	21,595.00	259,140.00
Employee's Contribution to EPF	1,872.00	22,464.00
Employee's Contribution to ESI	143.00	1,716.00
Total Deduction	2,015.00	24,180.00
Net-Take Home	17,000.00	204,000.00

* Income tax, Professional Tax and LWF as applicable will be deducted. All taxes will be deducted as applicable by law.
* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By

2436651

Authorized Signatory
Babkrishnan S
Head - HRSSC

Sanjana B

Registered Office :
Randstad India Private Ltd
Randstad House,
CIB No. 9 & SA, New No. 9, Pycrofts Garden Road,
Mumbai - 400 004



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White Horse Manpower Consultancy Private Limited

LETTER OF INTENT

Dear MONICA . A .

Congratulations on your selection at **White Horse Manpower Consultancy Pvt Ltd** as **Trainee HR Process Associate**. We are glad to extend you this LOI.

Your date of joining is tentatively in the month of 04-SEP-2023.
We would like to extend a very warm welcome to you and look forward to a mutually enriching experience.

You will be paid a salary of **15000 RS/- per month** (Rupees fifteen thousand only), after 15 days of process training without any pay.

Further details would be given in the letter of appointment, after the training.

You are requested to bring along the documents listed below WITHOUT FAIL, on your day of joining for the purpose of submission/verification.

- Two passport size color photographs(important)
- Date of Birth proof certificate (original and Photocopy)
- Aadhaar Card (original and Photocopy)
- Graduation Mark Sheets till last semester (Original and Photocopy)
- High School and secondary school pass out mark sheet/certificates (Original and Photocopy)
- Previous Employment Details if any (Service Certificate / Relieving Letter if applicable in original)
- Last Drawn Pay Slip (if applicable in original)
- Passport No. / Driver's License No. / Bank Account No. (Original and Photocopy)

Please Note:

This Letter of Intent is not an Appointment Letter. Your employment is subject to your clearance of all back papers if any before joining White Horse, and successful submission of all required documents, background verification, etc. Appointment letter will be given to you on day of joining, post satisfactory compliance by HR.

White Horse reserves the right to cancel or recall this letter of intent for business contingencies.

Thanks, and Regards

For
White Horse Manpower Consultancy P Ltd.

Ruby NAAZ
Recruitment Lead

Plot No. 12, Office No. 156, 3rd Floor, Jumma Masjid Golden Complex Exit Of, Commercial Street, Bengaluru, Karnataka
560051 Ph: +9108041623660 info@whitehorsem manpower.in, www.whitehorsem manpower.in



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White Horse Manpower Consultancy Private Limited

LETTER OF INTENT

Dear VAISHNAVI . B......

Congratulations on your selection at **White Horse Manpower Consultancy Pvt Ltd** as **Trainee HR Process Associate**. We are glad to extend you this LOI.

Your date of joining is tentatively in the month of 04-SEP-2023.....
We would like to extend a very warm welcome to you and look forward to a mutually enriching experience.

You will be paid a salary of **15000 RS/- per month** (Rupees fifteen thousand only), after 15 days of process training without any pay.

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Thanks and Regards

For
White Horse Manpower Consultancy P Ltd.

Ruby NAAZ
Recruitment Lead

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White Horse Manpower Consultancy Private Limited

LETTER OF INTENT

Dear VIDHYA KRISHAN.....

Congratulations on your selection at **White Horse Manpower Consultancy Pvt Ltd** as **Trainee HR Process Associate**. We are glad to extended you this LOI.

Your date of joining is tentatively in the month of 04 - SEP - 2023.....
We would like to extend a very warm welcome to you and look forward to a mutually enriching experience.

You will be paid a salary of **15000 RS/- per month** (Rupees fifteen thousand only), after 15 days of process training without any pay.
Further details would be given in the letter of appointment, after the training.

You are requested to bring along the documents listed below **WITHOUT FAIL**, on your day of joining for the purpose of submission/verification.

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Thanks, and Regards

For
White Horse Manpower Consultancy P Ltd.

Ruby NAAZ
Recruitment Lead

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White Horse Manpower Consultancy Private Limited

LETTER OF INTENT

Dear NETHA P......

Congratulations on your selection at **White Horse Manpower Consultancy Pvt Ltd** as **Trainee HR Process Associate**. We are glad to extend you this LOI.

Your date of joining is tentatively in the month of SEP-2023.....

We would like to extend a very warm welcome to you and look forward to a mutually enriching experience.

You will be paid a salary of **15000 RS/- per month** (Rupees fifteen thousand only), after 15 days of process training without any pay.

Further details would be given in the letter of appointment, after the training.

You are requested to bring along the documents listed below **WITHOUT FAIL**, on your day of joining for the purpose of submission/verification.

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Thanks and Regards

For
White Horse Manpower Consultancy P Ltd.

Ruby NAAZ
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[24]7.ai

Letter of Intent

Date: 2023
Name: Bindu.K

We are pleased to offer you the position of an **Advisor at 24/7 Customer Private Limited.**

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process and confirmed by you -

1. Your starting Cost to the Company will be INR 3,00,000/-Per Annum the offer will also have details of benefits like PF, Insurance, Medical, Gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9 hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to _____ at _____ or _____.

Sincerely,

Brain Alfred Dsouza
AVP-Recruitment
24/7 Customer Private Limited



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[24]7.ai

Letter of Intent

Date: 2023

Name: Malini N

We are pleased to offer you the position of an **Advisor at 24/7 Customer Private Limited**.

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process and confirmed by you –

1. Your starting Cost to the Company will be **INR 3,00,000 /-Per Annum** the offer will also have details of benefits like PF, Insurance, Medical, Gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9 hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to _____ at _____ or _____.

Sincerely,

Brain Alfred Dsouza
AVP-Recruitment
24/7 Customer Private Limited



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[24]7.ai

Letter of Intent

Date: 2023
Name: Kritika Vijayanthan

We are pleased to offer you the position of an **Advisor at 24/7 Customer Private Limited**.

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process and confirmed by you –

1. Your starting Cost to the Company will be INR 2,00,000 /-Per Annum the offer will also have details of benefits like PF, Insurance, Medical, Gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9 hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to _____ at _____ or _____.

Sincerely,

Brain Alfred Dsouza
AVP-Recruitment
24/7 Customer Private Limited



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[24]7.ai

Letter of Intent

Date: 2023

Name: Mamatha . N

We are pleased to offer you the position of an **Advisor at 24/7 Customer Private Limited**.

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process and confirmed by you –

1. Your starting Cost to the Company will be **INR 3,09,000/-Per Annum** the offer will also have details of benefits like PF, Insurance, Medical, Gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
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We are excited to have you join our team! For any further queries or clarification please reach out to _____ at _____ or _____.

Sincerely,

Brain Alfred Dsouza

AVP-Recruitment

24/7 Customer Private Limited



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



[24]7.ai

Letter of Intent

Date: 2023

Name: Kavya .M

We are pleased to offer you the position of an **Advisor at 24/7 Customer Private Limited**.

Your **Date of Joining** with the organization will be on subject to successful completion of Background verification process.

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Letter of Intent

Date: 2023

Name: L. Hira . S

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Letter of Intent

Date: 2023

Name: Preti Sanyal

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Letter of Intent

Date: 2023

Name: Divyashree N

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Letter of Intent

Date: 2023

Name: Jena . P

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Letter of Intent

Date: 2023

Name: Nani

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Letter of Intent

Date: 2023

Name: Pooja . M

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Letter of Intent

Date: 2023

Name: Vijalakshmi.A

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Letter of Intent

Date: 2023

Name: Prathyusha

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Letter of Intent

Date: 2023

Name: Raveetha Varsha

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Letter of Intent

Date: 2023

Name: Nadhya

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Letter of Intent

Date: 2023

Name: Mugkan M

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Letter of Intent

Date: 2023

Name: Swatha .k

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Extending Job Offer

Date: 10-08-2023

Dear: Charulatha R.

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

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An Early response to the same is highly appreciated. Look forward to have an amiable Association with you.

Regards,

Kedar Sharma

Recruitment-Direct Dialogue Initiatives India
ksharma@directdialogueinitiatives.com
<http://directdialogueinitiatives.com>

Address:

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Extending Job Offer

Date: 10-08-2023


Dear: Shalini R

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Extending Job Offer

Date: 10-08-2023

Dear: Vaishnavi B

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Extending Job Offer

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Dear: Divyashree. N

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Extending Job Offer

Date: 10-08-2023

Dear: Hema N

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Extending Job Offer

Date: 10-08-2023

Dear: Jeeva.P

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Extending Job Offer

Date: 10-08-2023

Dear: Jency Maria Y

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Extending Job Offer

Date: 10-08-2023

Dear: Lithika. S

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Extending Job Offer

Date: 10-08-2023

Dear: Mamatha CM

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Extending Job Offer

Date: 10-08-2023

Dear: Preti Sanyashi

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

Your appointment letter will be provided to you on your Date of Joining. If it's not too much trouble recognize your Interest as an answer to this Letter of Intent and Mention as your Date of Joining **10 August 2023**. An Early reaction to the same is exceptionally valued.

An Early response to the same is highly appreciated. Look forward to have an amiable Association with you.

Regards,

Kedar Sharma

Recruitment-Direct Dialogue Initiatives India
ksharma@directdialogueinitiatives.com
<http://directdialogueinitiatives.com>

Address:

5th Floor, Shubharam Complex, No. 144 and 144, 1, Mahatma Gandhi Rd, Bengaluru, Karnataka
560001



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Permanently Affiliated to Bengaluru City University
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ISO 9001:2015 Certified Institution
#23, Cambridge Road, Halasuru, Bangalore- 560008



Extending Job Offer

Date: 10-08-2023

Dear: Sanjana. T. S

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

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Extending Job Offer

Date: 10-08-2023

Dear: Albeena Teresa, R

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

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Extending Job Offer

Date: 10-08-2023

Dear: Ashwini.M

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

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Extending Job Offer

Date: 10-08-2023

Dear: Bindu K

We are glad to have you be a part of **Direct Dialogue Initiatives**. As examined in your meeting, we are putting forth you the situation of **Associate Fund Raiser** your beginning pay will be 26,500/INR Monthly CTC + Incentives. You will also be provided with life, accident and medical insurance. Post 6 months the pay will increase to Rs.29,550 + Incentives.

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CIN:U65993GJ2007PLC051028

Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Rakshitha Varsha

Contact No. 9663936411

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

You will be offered gross salary Rs.17,334/ INR p.m + incentives.

You are required to submit the following documents no or before week from this date. If you do not report within this time, this offer may be treated as cancelled.

1. All Marks sheet copy (SSLC, PUC and Degree)
2. Pan card
3. Aadhar card
4. Passport size photo graph + Bank Passbook

Formal appointment letter will be issued on submission of the above documents at the time of your joining. You are requested to report at the following address. You will be relocated on joining.

HDB Financial Services Ltd.
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Rajajinagar, Bangalore 560010.
Opp, Suguna Hospital.

If you are accepting the above, please sign the copy of this letter as a token of acceptance.

For HDB Financial Services Ltd.

K C Shivaram/Manjula
Regional HR Manager-Karnataka
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Manjula



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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Abhinaya M

Contact No. 9741820089

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

You will be offered gross salary **Rs.17,334/ INR p.m + incentives.**

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Bumika T

Contact No. 9538128047

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Chamundi R K

Contact No.

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Charulatha

Contact No. 7019516517

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Jennifer T

Contact No. 8123054296

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Kavya M

Contact No. 9916744630

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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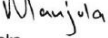
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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Krithika Vishwanathan

Contact No. 9739594816

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Lithika S

Contact No. 9380802384

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Malini N

Contact No. 9380607190

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Mamatha Rani C M

Contact No. 7349074116

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Martina J

Contact No. 8904313748

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Tel: 022-62509000
Email: hdb.hrcpliance@hdfcs.com
Web: www.hdbfs.com
CIN: U65993GJ2007PLC051028

Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Monica N C

Contact No. 9591690067

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

Designation: **Phone Banking Officer**

You will be offered gross salary **Rs.17,334/ INR p.m + incentives.**

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Opp, Suguna Hospital.

If you are accepting the above, please sign the copy of this letter as a token of acceptance.

For HDB Financial Services Ltd.

K C Shivaram/Manjula
Regional HR Manager-Karnataka
(M)9343836287/9739240534 Mail: adfc.bangalore@hdfcbank.com

Manjula



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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Sai Keerthana S

Contact No. 9900979922

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Sanjana B

Contact No. 8095963653

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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OFFER LETTER

Dear Mr/Ms. Stella Mary J

Contact No. 9019869826

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Date: 01-08-2023

OFFER LETTER

Dear Mr./Ms. Vani D

Contact No. 7022647660

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Date: 01-08-2023

OFFER LETTER

Dear Mr./Ms. Vidhya Krishnan

Contact No. 7411214132

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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OFFER LETTER

Dear Mr/Ms. Sneha Priya S

Contact No. 9141939652

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Vaishnavi B

Contact No. 9686834179

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Date: 01-08-2023

OFFER LETTER

Dear Mr/Ms. Muskan M

Contact No. 8296579745

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OFFER LETTER

Dear Mr/Ms. Darshini SL

Contact No. 8970196267

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OFFER LETTER

Dear Mr/Ms. Gayathri S

Contact No. 8095648818

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OFFER LETTER

Dear Mr/Ms. Bhavya N

Contact No. 7795416438

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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OFFER LETTER

Dear Mr./Ms. Jeevitha L

Contact No. 9591384271

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OFFER LETTER

Dear Mr/Ms. A Arul Sweety

Contact No. 8618771184

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OFFER LETTER

Dear Mr/Ms. Ankitha N

Contact No. 9113546220

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OFFER LETTER

Dear Mr/Ms. Ashwini V

Contact No. 9380256439

Further to your interview you had with us, we are pleased to inform you that have been selected for the below position.

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Manjula



ST. ANNE'S DEGREE COLLEGE FOR WOMEN

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Placement Offer Letters(2022-2023)

Department of Business Administration



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[24]7.ai

Letter of Intent

Date: 2023

Name: Anysha Khanum

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

Your Date of Joining with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process, and confirmed by you -

1. Your starting Cost to the Company will be INR 250000/- Per Annum the offer will also have details of benefits like PF, Insurance, medical, gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9-hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

We are excited to have you join our team! For any further queries or clarification please reach out to _____ at _____ or _____

Sincerely,

Brian Alfred Dsouza

AVP- Recruitment

24/7 Customer Private Limited



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[24]7.ai

Letter of Intent

Date: 2023

Name: Mary Saphiya . W

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

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Letter of Intent

Date: 2023

Name: Ranjita M

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

Your Date of Joining with the organization will be on subject to successful completion of Background verification process.

As discussed during the interview process, and confirmed by you -

1. Your starting Cost to the Company will be INR 2,50,000/- Per Annum the offer will also have details of benefits like PF, Insurance, medical, gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
2. You will have 9-hrs. Shift including breaks with 2 weekly offs & you are expected to work from office as per the organization needs.

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Sincerely,

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Letter of Intent

Date: 2023

Name: Shreetha Shreevani B

We are pleased to offer you the position of an Advisor at 24/7 Customer Private Limited.

Your Date of Joining with the organization will be on subject to successful completion of Background verification process.

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 - Your starting Cost to the Company will be INR 250000/- Per Annum the offer will also have details of benefits like PF, Insurance, medical, gratuity, Broadband and other perks like Subsidized cafeteria, Transport etc. will be explained during joining.
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Sincerely,

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[24]7.ai

Letter of Intent

Date: 2023

Name: *Varshini Ravish*

We are pleased to offer you the position of an **Advisor** at **24/7 Customer Private Limited**.

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Placement Offer Letters(2022-2023)

Department of Computer Application



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Bengaluru 560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear BRINDHA S,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

We look forward to welcoming you into the program and start your journey towards a wow and delightful career.

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All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,




S Radha
Manager
Ethnus Consultancy Services Private Limited



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CIN: U80212KA2010PTC054851

Dear CAROLINA PHILLIP D,

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Best Regards,




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CIN: U80212KA2010PTC054851

Dear DEEPIKA D,

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Best Regards,

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Manager
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CIN: U80212KA2010PTC054851

Dear JEEVITHA S,

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Best Regards,

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Manager
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CIN: U80212KA2010PTC054851

Dear MEGHA JS,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

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Best Regards,

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Manager
Ethnus Consultancy Services Private Limited



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CIN: U80212KA2010PTC054851

Dear PRISCILLA KAKANI,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

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Best Regards,

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CIN: U80212KA2010PTC054851

Dear PUSHPA. Y. K,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

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Best Regards,

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Dear RAMYA M,

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Dear SAMIKSHA G,

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- Completion of additional online course materials, provided via Ethnus Codemithra's LMS platform - CLAP, as per schedule.
- Ensure that you sincerely participate in all eligible placement drives; if you don't register for more than two eligible placement drives, you will be excluded from further placement support*
- Acknowledge that the data you are sharing can be used by Ethnus Codemithra as needed which could be to send you further communication, share with hiring partners etc.

Kindly note that this email is a Letter of Intent (LoI) and does not confirm your employment with Ethnus Codemithra or any other organisation. Ethnus Codemithra will provide you a no cost platform to get trained and get placed in companies that are hiring partners of Ethnus Codemithra.

In the event you are issued an offer letter by any of the hiring partners of Ethnus Codemithra, you must be willing to accept all the terms and conditions mentioned in the offer letter issued by the hiring partners of Ethnus Codemithra.

All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited



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
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#23, Cambridge Road, Halasuru, Bangalore- 560008



Explore | Expand | Enrich

ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block,
Bengaluru 560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear SANGEETHA J,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

We look forward to welcoming you into the program and start your journey towards a wow and delightful career.

Below are the benefits of the program:

- Face-to-Face training in Bengaluru
- Highly experienced and industry certified trainers
- Hands-on labs and project
- Exposure to emerging technologies like; Cloud, RPA, Full Stack, etc.
- One-to-One mentor support
- Access to additional course materials online
- Continuous placement support during and after training program, till you get an offer letter

Basic requirements and conditions to ensure continuous placement support from Ethnus Codemithra;

- Continuous placements during and after training program is applicable if you maintain a minimum of 85% of attendance and project completion
- Completion of additional online course materials, provided via Ethnus Codemithra's LMS platform - CLAP, as per schedule.
- Ensure that you sincerely participate in all eligible placement drives; if you don't register for more than two eligible placement drives, you will be excluded from further placement support*
- Acknowledge that the data you are sharing can be used by Ethnus Codemithra as needed which could be to send you further communication, share with hiring partners etc.

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All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited



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Bengaluru 560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear SHALINI A S,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

We look forward to welcoming you into the program and start your journey towards a wow and delightful career.

Below are the benefits of the program:

- Face-to-Face training in Bengaluru
- Highly experienced and industry certified trainers
- Hands-on labs and project
- Exposure to emerging technologies like; Cloud, RPA, Full Stack, etc.
- One-to-One mentor support
- Access to additional course materials online
- Continuous placement support during and after training program, till you get an offer letter

Basic requirements and conditions to ensure continuous placement support from Ethnus Codemithra;

- Continuous placements during and after training program is applicable if you maintain a minimum of 85% of attendance and project completion
- Completion of additional online course materials, provided via Ethnus Codemithra's LMS platform - CLAP, as per schedule.
- Ensure that you sincerely participate in all eligible placement drives; if you don't register for more than two eligible placement drives, you will be excluded from further placement support*
- Acknowledge that the data you are sharing can be used by Ethnus Codemithra as needed which could be to send you further communication, share with hiring partners etc.

Kindly note that this email is a Letter of Intent (LoI) and does not confirm your employment with Ethnus Codemithra or any other organisation. Ethnus Codemithra will provide you a no cost platform to get trained and get placed in companies that are hiring partners of Ethnus Codemithra.

In the event you are issued an offer letter by any of the hiring partners of Ethnus Codemithra, you must be willing to accept all the terms and conditions mentioned in the offer letter issued by the hiring partners of Ethnus Codemithra.

All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited



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[24]7.ai

Date: 29-Oct-2022

Ms Sharon S
Employee ID : 010104761
41, Narayanareddy building, 8th cross Bangalore, Karnataka
Bangalore

Dear Sharon S

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT LTD, Prestige Tech Platina Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 28 Oct 2022 on the following terms and conditions:

1. Accountability

You will report to the **Program Manager**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **28-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:32



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Appointment Letter of 010104761 (Sharon S)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information.

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access

Signature Not Verified
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2022.10.29 21:32



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At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:

- o Non-compliance to system usage guidelines like playing music, watching movie etc.
- o Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
- o Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture and/or improper positioning of the camera.
- o Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
- o Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
- o General access to the Internet for recreational use by immediate household members through the [24]7.ai Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
- o It is the responsibility of [24]7.ai employees with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

**Non-compliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines.

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - o Lock your doors
 - o Be aware of your surroundings
 - o Pay attention to your sight lines
 - o Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:32



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Appointment Letter of 010104761 (Sharon S)

Employee ID 010104761

29 Oct 2022

Name **Ms.Sharon S**

Effective Date 28 Oct 2022

Level / Grade : L1G1
Designation : Advisor

Salary Components		
Fixed Components	CTC PM	CTC PA
Basic	5,000	60,000
House Rent Allowance	2,000	24,000
Advance Statutory Bonus	1,206	14,472
Special Allowance	11,229	134,748
Total of Fixed components (I)	19,435	233,220
Retirals- Employer's Contribution		
Provident Fund	1,800	21,600
Gratuity	241	2,892
Total Retirals(II)	2,041	24,492
Benefits- Employer's Contribution		
Medical Insurance	195	2,340
Life Insurance	50	600
ESI Contribution- Employer's Contribution @ 3.25%	632	7,584
Total of Benefits(III)	877	10,524
Variable Components*		
Target Shift Allowance	1,760	21,120
Performance Incentive (ECOP)	1,400	12,600
Self To Work (STW)	2,200	26,400
Total of Variable components (IV)	5,360	60,120
Total CTC (I+II+III+IV)	27,713	328,366
Approx. Take Home PM		17,435
Approx. Take Home (with Variable pay) PM		22,795
* Target shift allowance, ECOP & STW is payable as per company policy. Please login to HRMS to refer all company policies.		
Retention Bonus - Year 1 only. You are eligible for a one time retention bonus of Rs. 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements.		Rs. 14,000 **

Sincerely,
for 24/7 Customer Pvt Ltd

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:32



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Appointment Letter of 010104761 (Sharon S)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2011.	As applicable**
Production Incentive (ECOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The subs are based on role / current program and subject to change in case of movement / internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is payable if employee opts for STW in HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training / residing in areas within the hiring radius, as per company policy. Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy).	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This amount is payable if employee is working from home.	As per Policy**
Setting up office Reimbursement and Education Support Allowance	Setting up office Reimbursement and Education Support Allowance will be paid on actuals with 12 months service clause.	As per Policy**
Group Med/Claim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. Employees are responsible to enrol dependents as per company's medical insurance policy.	Rs. 1,50,000/-**
Group Insurance in Lieu of EDU (under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term to his nominee/family.	Rs. 7,02,000/-
Group Personal Accident (GPA)	You are covered under the Group Personal Accident insurance policy of the company.	Rs. 3,00,000/-**
Group Term Life (GTL)	You are covered under the Group Term Life insurance policy of the company.	Rs. 3,00,000/-**
ES:	Processed as per Employees' State Insurance Act, 1948. ES is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- for calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000/- then the above mentioned ES contribution will not be applicable. Employee's contribution - 0.75% of Actual gross salary including Shift Allowance, STW (if applicable), etc. will be deducted accordingly.	As applicable**
Gratuity & Provident Fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs. 15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable

** Benefits as per Statutory Law is subject to change from time to time.
 *** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.
 PAN Card / Aadhar Card and IAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:32



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Appointment Letter of 010104761 (Sharon S)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:32



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Date: 18-Oct-2022

Ms.Priyadarshini S
Employee ID : 010121310
166 , 1st main road basavanagar opp slv residency Marathahalli post
Bangalore



Dear Priyadarshini S,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 15-Oct-2022 on the following terms and conditions:

1. Accountability

You will report to the **Program Manager**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **0** month(s) with effect from **15-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature Not Verified
SUSMITA MALIK
2022.10.18 19:28



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Appointment Letter of 010121310 (Priyadarshini S)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.10.18 19:28



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Appointment Letter of 010121310 (Priyadarshini S)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one day on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period as mention in your offer letter as your contract end date from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified
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2022.10.18 19:28



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- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

****Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines**

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.18 19:28



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[24]7.ai

Appointment Letter of 010121310 (Priyadarshini S)

Employee ID 010121310

18-Oct-2022

Name Ms.Priyadarshini S

Effective Date 15-Oct-2022

Annexure - I

Level / Grade : L1G1
Designation : Advisor

SALARY COMPONENTS	Rs. PM
Basic	6,000
House Rent Allowance	2,400
Special Allowance	14,502
Advance Statutory Bonus*	1,248
Gross Salary I	24,150
Fringe Benefits	
Provident Fund* - Employer's Contribution	1800
ESI Contribution* - Employer's Contribution	0
Life Insurance	50
Total II	1,850
CTC PM (I+II)	26,000
Approx. Take Home Per Month	22,150

* Employees joining after 20th of the month will get their salary along with next month's salary as arrears.
* Benefits as per Statutory Law is subject to change from time to time.

Benefits

Group Insurance in lieu of EDLI (Under PF):- An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employment tenure to his/her nominee's upto the value of **Rs.7,02,000** :-

You will be eligible for a Retention bonus of **Rs. 5000/- pm** which will be paid after the end of employment tenure and that will be linked to the Attendance metrics.

Self to Work - You will be eligible for **Rs.3300 pm**, if you are commuting on your self to office

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.18 19:28



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Appointment Letter of 010121310 (Priyadarshini S)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employees whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act 2015.	As applicable**
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance payout will vary based on actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 1 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECCPI)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role, current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per Self to Work Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy).	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group Medical Claim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It is the employee's responsibility to enroll dependents as per	Rs. 1,50,000 **
Group Insurance in lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs. 6,02,000 **
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company.	Rs. 3,00,000 **
Group Term Life (GTL)	You are covered under the voluntary Group Term Life insurance policy of the company.	Rs. 3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75% of actual gross salary including Shift Allowance and variable STW (if applicable), etc. will be deducted accordingly.	As applicable**
Gratuity & Provident Fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs. 15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable**

** Benefits as per Statutory Laws is subject to change from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal, at any time without any notice.

** PAN card, Aadhar card and IAN number are statutory requirements. In case you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.18 19:28

24/7 Customer Pvt.Ltd., Prestige Tech Platina-2, Survey Nos.32/1, 32/2, 34/1, 34/2, 34/3, 34/4, Kadubeesanahalli Village, Varthur Hobli, Outer Ring Road between Sarjapur and Marthahalli, Bangalore-560087, India, Tel.+91794272747, Fax.+9130582469, www.247-inc.com.



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Placement Offer Letters(2022-2023)

Department of BSc(PMC)



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ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block,
Bengaluru 560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear VINDHIYA ST,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

We look forward to welcoming you into the program and start your journey towards a wow and delightful career.

Below are the benefits of the program:

- Face-to-Face training in Bengaluru
- Highly experienced and industry certified trainers
- Hands-on labs and project
- Exposure to emerging technologies like; Cloud, RPA, Full Stack, etc.
- One-to-One mentor support
- Access to additional course materials online
- Continuous placement support during and after training program, till you get an offer letter

Basic requirements and conditions to ensure continuous placement support from Ethnus Codemithra;

- Continuous placements during and after training program is applicable if you maintain a minimum of 85% of attendance and project completion
- Completion of additional online course materials, provided via Ethnus Codemithra's LMS platform - CLAP, as per schedule.
- Ensure that you sincerely participate in all eligible placement drives; if you don't register for more than two eligible placement drives, you will be excluded from further placement support*
- Acknowledge that the data you are sharing can be used by Ethnus Codemithra as needed which could be to send you further communication, share with hiring partners etc.

Kindly note that this email is a Letter of Intent (LoI) and does not confirm your employment with Ethnus Codemithra or any other organisation. Ethnus Codemithra will provide you a no cost platform to get trained and get placed in companies that are hiring partners of Ethnus Codemithra.

In the event you are issued an offer letter by any of the hiring partners of Ethnus Codemithra, you must be willing to accept all the terms and conditions mentioned in the offer letter issued by the hiring partners of Ethnus Codemithra.

All other details will be communicated to you in due course of time. We look forward to your joining the offline training program.

For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited



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Bengaluru 560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear SANDHIYA ST,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

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- Continuous placement support during and after training program, till you get an offer letter

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Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited



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Bengaluru 560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

Dear DEEKSHA K,

At the outset, we express our heartiest congratulations on being shortlisted for the JOSH Mithra training program conducted by Ethnus Codemithra. You have the opportunity to take part in this program 100% free of cost with absolutely no hidden cost.

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For any further queries, feel free to get in touch with us on joshmithra@ethnus.com or Mr. James Christy, +91 96865 31186.

Best Regards,

S Radha
Manager
Ethnus Consultancy Services Private Limited