PLACEMENT PROOFS

2021-2022

TIER 1

DE SHAW

D. E. Shaw India Private Limited

Plot No. 573, B & C, Road No. 1
Jubilee Hills, Hyderabad 500 096
Telangana, India

+91 40 6639 0000
FAX +91 40 4016 4284
www.deshawindia.com
CIN: U72200TG1996PTC025388

19-Feb-22

Mr. Aditya Aggarwal
H. No. 1002, Tower-3
Malibu Town, Sohna Road
Gurgaon, Haryana-122018

Dear Aditya:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹850,000 (Rupees Eight Lakhs Fifty Thousand Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹100,000 ~₹150,000 (Rupees One Lakh to Rupees One Lakh Fifty Thousand Only) for the year 2022 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹950,000 ~₹1,000,000 (Rupees Nine Lakhs Fifty Thousand to Rupees Ten Lakhs Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹100,000 (Rupees One Lakh Only) which will be payable along with your first salary.

You will be eligible for an award of ₹500,000 (Rupees Five Lakhs Only) under the organization's applicable Long Term Incentive program. These amounts are payable at the end of each calendar year as detailed in Annexure I of this letter. All payments under this program are contingent on your being employed by the organisation when the award is paid out, and is subject to the terms and conditions of the said program.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

Our offer is contingent on:
(i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
(ii) your acceptance of the terms of the organisation's employment agreement and your agreement to abide by all applicable organisation policies (modified from time to time), including the organisation's Code of Ethics (a copy of which is enclosed for your reference) which establishes the standard of business conduct that all employees must follow. The Code of Ethics summarizes certain key Compliance policies, including (among others) the organisation's policies on personal securities and commodities trading and outside business activities. The personal trading policy requires the use of Compliance-approved designated brokers for personal trading accounts and minimum holding periods for certain transactions and may, in certain cases, prohibit certain transactions in personal accounts. The outside activities policy requires that employees' potential outside business activities be disclosed to and approved by the organisation upon joining the organisation or before commencing a new activity.

D E Shaw & Co

You will be required to join the organisation on or before 04-Jul-22. Please report at 10:00 hrs. You may be required to work in a different time zone (non-India) depending upon the internal group allocation. Should you accept this offer, in case of termination for any lawful reason/resignation of services; either party will be required to give two months' notice in writing.

Once again, we express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,	Accepted
CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 10:50:19 +05'30'	
Chaitanya Gorrepati	-----------------------
Authorized Signatory	Aditya Aggarwal

Annexure I

Details of Compensation

Name : Aditya Aggarwal

Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	34,810	
• House Rent Allowance (40% of Basic Salary)	13,924	
• Leave Travel Assistance	2,500	
• Special Allowance	13,748	64,982
B. Standard Benefits		
• Organization Contribution to Provident Fund	4,177	
• Gratuity	1,674	5,851
Gross Monthly Compensation		70,833
Gross Yearly Compensation		850,000
C. Variable Compensation		100,000~150,000
Total Compensation		950,000-1,000,000

LTI vesting schedule as per the Long Term Incentive Award-2015 Program			
31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26
₹50,000	₹100,000	₹150,000	₹200,000

Note:

1. The above stated long term incentive award is subject to the terms of the Long Term Incentive Award-2015 Program and the said amounts are not due until their respective vesting dated indicated above.

CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.28 10:26:56 +05'30'

D E Shaw & Co

2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:

   - Reimbursement of actual travel expense for economy class air fare for employee.
   - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹50,000.

3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Capital Department at least 15 days prior to the date of joining.

4. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within one (1) year from the date of joining, the entire relocation assistance provided to the employee as per point 2 and 3 above will be recovered in full. The recovery will be made from the employee's final settlement dues. Any shortfall must be repaid by the employee.

5. In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of your joining, the entire signing bonus paid to you or such proportion of said bonus as determined by the Company in its sole discretion will be deducted from the Full and Final settlement due to you and shortfall will be payable by you to the Company.

6. Breakfast, Lunch & Evening Snacks are provided to all the employees subject to change as per the organisation's policies.

7. An employee is covered under the Group Personal Accident Insurance Plan up to ₹1Crore or four times of the base salary, whichever is less.

8. An employee is covered under the Group Term Life Insurance Plan up to four times of the base salary.

9. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹7.5 Lakhs for the family.

10. All payments received by you and recoveries by the Company pursuant to your appointment (or separation) as an employee of the Company shall be subject to any statutory deductions as per applicable laws including but not limited to tax deduction at source and Goods and Services Tax (GST).

CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.28 10:27:25 +05'30'

D. E. Shaw India Private Limited

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Telangana, India

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CIN: U72200TG1996PTC025388

19-Feb-22

Ms. Mahima Kaur Bajaj
H. No. E-7, Wave Estate
Sector-85, Mohali, Punjab-140308

Dear Mahima:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹850,000 (Rupees Eight Lakhs Fifty Thousand Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹100,000 ~₹150,000 (Rupees One Lakh to Rupees One Lakh Fifty Thousand Only) for the year 2022 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹950,000 ~₹1,000,000 (Rupees Nine Lakhs Fifty Thousand to Rupees Ten Lakhs Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹100,000 (Rupees One Lakh Only) which will be payable along with your first salary.

You will be eligible for an award of ₹500,000 (Rupees Five Lakhs Only) under the organization's applicable Long Term Incentive program. These amounts are payable at the end of each calendar year as detailed in Annexure I of this letter. All payments under this program are contingent on your being employed by the organisation when the award is paid out, and is subject to the terms and conditions of the said program.

You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

Our offer is contingent on:
(i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
(ii) your acceptance of the terms of the organisation's employment agreement and your agreement to abide by all applicable organisation policies (modified from time to time), including the organisation's Code of Ethics (a copy of which is enclosed for your reference) which establishes the standard of business conduct that all employees must follow. The Code of Ethics summarizes certain key Compliance policies, including (among others) the organisation's policies on personal securities and commodities trading and outside business activities. The personal trading policy requires the use of Compliance-approved designated brokers for personal trading accounts and minimum holding periods for certain transactions and may, in certain cases, prohibit certain transactions in personal accounts. The outside activities policy requires that employees' potential outside business activities be disclosed to and approved by the organisation upon joining the organisation or before commencing a new activity.

D E Shaw & Co

You will be required to join the organisation on or before 04-Jul-22. Please report at 10:00 hrs. You may be required to work in a different time zone (non-India) depending upon the internal group allocation. Should you accept this offer, in case of termination for any lawful reason/resignation of services; either party will be required to give two months' notice in writing.

Once again, we express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,

CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 11:01:17 +05'30'

Chaitanya Gorrepati
Authorized Signatory

Accepted

Mahima Kaur Bajaj

D E Shaw & Co

Annexure I

Details of Compensation

Name : Mahima Kaur Bajaj

Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	34,810	
• House Rent Allowance (40% of Basic Salary)	13,924	
• Leave Travel Assistance	2,500	
• Special Allowance	13,748	64,982
B. Standard Benefits		
• Organization Contribution to Provident Fund	4,177	
• Gratuity	1,674	5,851
Gross Monthly Compensation		70,833
Gross Yearly Compensation		850,000
C. Variable Compensation		100,000~150,000
Total Compensation		950,000-1,000,000

LTI vesting schedule as per the Long Term Incentive Award-2015 Program			
31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26
₹50,000	₹100,000	₹150,000	₹200,000

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CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 11:01:32 +05'30'

D E Shaw & Co

2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:

   - Reimbursement of actual travel expense for economy class air fare for employee.
   - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹50,000.

3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Capital Department at least 15 days prior to the date of joining.

4. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within one (1) year from the date of joining, the entire relocation assistance provided to the employee as per point 2 and 3 above will be recovered in full. The recovery will be made from the employee's final settlement dues. Any shortfall must be repaid by the employee.

5. In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of your joining, the entire signing bonus paid to you or such proportion of said bonus as determined by the Company in its sole discretion will be deducted from the Full and Final settlement due to you and shortfall will be payable by you to the Company.

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8. An employee is covered under the Group Term Life Insurance Plan up to four times of the base salary.

9. An employee and dependent family members are provided Mediclaim Policy with a hospitalization cover of ₹7.5 Lakhs for the family.

10. All payments received by you and recoveries by the Company pursuant to your appointment (or separation) as an employee of the Company shall be subject to any statutory deductions as per applicable laws including but not limited to tax deduction at source and Goods and Services Tax (GST).

CHAITANYA GORREPATI
Digitally signed by CHAITANYA GORREPATI
Date: 2022.02.26 11:01:46 +05'30'

D. E. Shaw India Private Limited

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Telangana, India

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FAX +91 40 4016 4284
www.deshawindia.com
CIN: U72200TG1996PTC025388

19-Feb-22

Mr. Vinayak Gandhi
H. No. 748, Sector-4
Panchkula, Haryana-134112

Dear Vinayak:

It is a sincere pleasure to make this formal offer for the position of Associate in our organisation.

In the event that you accept our offer and join our organisation, you will be paid a gross compensation of ₹850,000 (Rupees Eight Lakhs Fifty Thousand Only) per year. You will be eligible for an annualized variable compensation in an indicative range of ₹100,000 ~₹150,000 (Rupees One Lakh to Rupees One Lakh Fifty Thousand Only) for the year 2022 contingent on you being employed by the organization when the variable compensation is paid out. This amount may be finalized based on the organisation's and your individual performance and is subject to change at the discretion of the organization. Total compensation is ₹950,000 ~₹1,000,000 (Rupees Nine Lakhs Fifty Thousand to Rupees Ten Lakhs Only) per year. The details of the compensation are attached as Annexure I for your reference.

You will also be eligible for a signing bonus of ₹100,000 (Rupees One Lakh Only) which will be payable along with your first salary.

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You are required to confirm your acceptance of the employment offer within three (3) days of receipt of this letter by signing the copy of this letter enclosed. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing within the stipulated time.

Our offer is contingent on:
(i) the successful completion of your background checks and verification of your credentials, testimonials, successful completion of all requirements of the graduation course, reference checks, and other particulars mentioned by you in your application at the time of your appointment, and
(ii) your acceptance of the terms of the organisation's employment agreement and your agreement to abide by all applicable organisation policies (modified from time to time), including the organisation's Code of Ethics (a copy of which is enclosed for your reference) which establishes the standard of business conduct that all employees must follow. The Code of Ethics summarizes certain key Compliance policies, including (among others) the organisation's policies on personal securities and commodities trading and outside business activities. The personal trading policy requires the use of Compliance-approved designated brokers for personal trading accounts and minimum holding periods for certain transactions and may, in certain cases, prohibit certain transactions in personal accounts. The outside activities policy requires that employees' potential outside business activities be disclosed to and approved by the organisation upon joining the organisation or before commencing a new activity.

D E Shaw & Co

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Once again, we express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Best Wishes,

CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 10:46:38 +05'30'

Chaitanya Gorrepati
Authorized Signatory

Accepted

Vinayak Gandhi

D E Shaw & Co

<u>**Annexure I**</u>

<u>**Details of Compensation**</u>

Name : Vinayak Gandhi

Position : Associate

	₹	₹
A. Monthly Salary		
• Basic Salary	34,810	
• House Rent Allowance (40% of Basic Salary)	13,924	
• Leave Travel Assistance	2,500	
• Special Allowance	13,748	64,982
B. Standard Benefits		
• Organization Contribution to Provident Fund	4,177	
• Gratuity	1,674	5,851
Gross Monthly Compensation		70,833
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C. Variable Compensation		100,000~150,000
Total Compensation		950,000-1,000,000

LTI vesting schedule as per the Long Term Incentive Award-2015 Program			
31-Dec-23	31-Dec-24	31-Dec-25	31-Dec-26
₹50,000	₹100,000	₹150,000	₹200,000

Note:

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CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 10:46:57 +05'30'

D E Shaw & Co

2. In case of an employee joining from outside Hyderabad, relocation assistance will be provided as follows:

   - Reimbursement of actual travel expense for economy class air fare for employee.
   - Reimbursement of actual expense for shifting of personal effects subject to a maximum amount of ₹50,000.

3. An employee joining from outside Hyderabad may avail the company-paid accommodation for two weeks. To avail the facility, employee's requirement for such accommodation and travel plans need to be informed to the Human Capital Department at least 15 days prior to the date of joining.

4. In the event, a newly hired employee, relocated from outside Hyderabad terminates employment within one (1) year from the date of joining, the entire relocation assistance provided to the employee as per point 2 and 3 above will be recovered in full. The recovery will be made from the employee's final settlement dues. Any shortfall must be repaid by the employee.

5. In the event your employment is terminated by us for cause or in case of voluntary resignation within one (1) year from the date of your joining, the entire signing bonus paid to you or such proportion of said bonus as determined by the Company in its sole discretion will be deducted from the Full and Final settlement due to you and shortfall will be payable by you to the Company.

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CHAITANYA GORREPATI Digitally signed by CHAITANYA GORREPATI Date: 2022.02.26 10:47:10 +05'30'

ACCENTURE

Accenture S&C Graduate Hiring | Selects

External Inbox ×

Sharma, Radhika G. <radhika.g.sharma@accenture.com>
to me, khuship.svcpcell@gmail.com, Echchaa, Bharath, Renu, Ayushi

Thu, 26 Aug 2021, 22:07

Hi Khushi,

Thank you for your time and cooperation during the virtual interviewing process today.

Happy to share the list of **3 selects** made by Accenture Strategy & Consulting at the your campus. Kindly confirm the offer acceptances.

Please do extend our congratulations to all the selects and thank all the students who gave us their time for the interviewing process.

ID	Name	Gender	Campus	Final Selection
1610843	Urvi Goswami-1610843	Female	Sri Venkateswara College - New Delhi	Select
1612275	Riya Gupta-1612275	Female	Sri Venkateswara College - New Delhi	Select
1611553	Ishika Sharma-1611553	Female	Sri Venkateswara College - New Delhi	Select
1615445	Khushi Deepak Bansal-1615445	Female	Sri Venkateswara College - New Delhi	Waitlist
1610897	Abheek Gupta-1610897	Male	Sri Venkateswara College - New Delhi	Waitlist

Thanks & Regards,

Radhika Sharma
B-School Campus Team | Shared Recruitment

Accenture S&C Graduate Hiring | Registrations

External Inbox × Chaitanya × Pranjul ×

Sharma, Radhika G. <radhika.g.sharma@accenture.com>
to Echchaa, Mallika, Sahana, Bharath, Sakshi, ADITYA, Renu

Thu, 29 Jul 2021, 18:56

Hello,

Kindly find the JD, CTC and registration link attached, feel free to contact me for any queries.

Compensation details :

Role	CL	FP	Vpay	CTC
MC Delivery Associate	12	12,00,000	1,92,000	13,92,000

Registration Link : https://indiacampus.accenture.com/register/accenture/bscl1/apply/?event=3249

- Please ask all interested candidates to register on the link by Tuesday (3rd August 2021) EOD. Please note this is extremely important for us to enable the interview links to be shared.
- Every candidate needs to upload their PAN Card.
- In case a candidate does not have a PAN Card they can submit either a passport/voter id/driving license (in that order of preference) the PAN card number field should have a 10 digit alphanumeric code like : MALLI1910P
- Please update us once all candidates have registered, candidates will received the link for the interview only post registration.

Thanks & Regards,

Radhika Sharma

BCG

Interview Invite || Research Associate- TMT || Aryaman Seth

External Inbox

Khanna, Adithya 30 May

to me, Narang, Radhika

Hi Team,

Hope you're doing well!

We would be extending the offer to Aryaman Seth for the Research Associate role for Gurgaon Location. Also, request the candidate to fill up the application form by EOD.

https://jobs.brassring.com/TGnewUI/Search/home/HomeWithPreLoad?PageType=JobDetails&partnerid=25811&siteid=5185&Areq=16503BR

—

Thanks & Regards,
Adithya N Khanna
Recruiting Assistant
T +91 1244751523 | M+91 9811964539
Gurgaon, India

BCG BOSTON CONSULTING GROUP

TIER 2

AON

Jayati Gupta - Aon Offer External Inbox × offer letters (2022 batch) ×

Surbhi Bhatyal <surbhi.bhatyal@aon.com> Mon, 10 Jan, 15:17
to gjayati666@gmail.com, me

Dear Jayati
Further to our discussion, below are the details of the offer for **IND Graduate Trainee Analyst at Aon Level 7**. Please find attached the Salary Annexure for your ready reference. The components of the fixed compensation are given below.

A. Total Fixed Compensation

Total Fixed Compensation of **INR 5,40,000**.

- Base Pay is fixed at 50% of TFC.
- Company contribution to PF is fixed at 12% of basic salary.
- The rest is the Flexible Compensation Pay amount which is to be structured amongst the various components like Housing, Meal Vouchers etc.

The other components of the compensation offer, besides the fixed component, are stated below.

B. Company Benefits

Benefits will be applicable as per defined policy.(e.g. Insurance, Fitness Allowance, Gratuity etc.)

C. Joining Bonus

As a special case, we will also be extending a **One-time Joining bonus** of **INR 60,000**. This is a one-time bonus and will be paid to you along with your first salary. All tax liability on account of this payment will be borne by you. Please note that should you voluntarily leave the employment of the Company within 12 months of the date of joining, you will be liable to refund the said amount to the Company forthwith. Your full and final settlement of accounts will be subject to recovery of the said amount from you.

I would request you to please respect the confidentiality of this employment contract and therefore not discuss the offer with any Aon employee. Please share your acceptance on this within 2 days. Would be happy to help with any clarifications.

Regards,

Surbhi Bhatyal
Aon Consulting | Human Resources | Talent Acquisition
Aon Centre | Building 2, Sector- 48, Gurgaon, 122004, Haryana, India
surbhi.bhatyal@aon.com

☎ : 124-6273402
✆ : 7889348517

Name: Jayati Gupta
Date of Joining: TBD
Aon Designation: Graduate Trainee Analyst ARL: 7
Location: TBD

Annexure: Compensation and Benefits		
Total Rewards include Total Fixed Compensation and Benefits. Each Item is distinct and is not aggregated.		
Annual amounts in INR are given below.		
All incidence of tax will be borne by the colleague as per the prevalent Income Tax rules; your tax liability will partly be determined by the FCP breakup that you choose.		
Please refer to latest company's policies for changes		
Items	**Description**	**Amount** *(In Rupees per annum)*
A. Total Fixed Compensation (TFC)		
Total Fixed Compensation (TFC)	**Annual Gross Fixed Salary**	**540000**
1. Basic	**50% of the TFC**	**270000**
2. Company contribution to Provident Fund (PF)	**12% of the basic salary**	**32400**
3. Flexible Component Plan (FCP) amount	**Tax benefit can be availed by distributing the Flexible Component Plan (FCP) under the heads mentioned below. Limits, if provided by tax rules, are indicated for reference. For details on each policy, please refer to the Aon Policy Manual.**	**237600**
(i) Housing	You are entitled to avail either Company leased Accommodation (CLA) or House Rent Allowance (HRA)	
	(i)a. Company Leased Accommodation - CLA is available as per policy. Additional housing assistance is made available for Mumbai colleagues, as per Aon Level. Additional housing assistance, if availed, is added to TFC and taxed accordingly.	
	(i)b. House Rent Allowance - Up to 50% of basic salary	
(ii) Hard Furnishing	Only if CLA is availed (Minimum = INR 5000, Maximum= 25% of FCP amount)	
(iii) National Pension Scheme	A minimum of INR 6000 and maximum of 10% of basic, annually can be contributed towards this scheme.	
(iv) Telephone Reimbursement	Reimbursement up to INR 36000 annually can be claimed under telephone reimbursement.	
(v) Meal Vouchers	Meal vouchers of up to INR 2200 per month.	
(vi) Professional Development	Expenses for any approved academic courses	
(vii) Leave Travel allowance (LTA)	LTA is available annually for domestic travel only, Tax benefit for LTA can be availed for ONE Journey in Two years or TWO Journeys in a Block of 4 years.	
(viii) Supplementary Allowance	Balancing figure in TFC, which is fully taxable	

Ekta Singh- Aon Offer External Inbox × offer letters (2022 batch) ×

Surbhi Bhatyal <surbhi.bhatyal@aon.com> Mon, 10 Jan, 15:21
to singhe43@gmail.com, me

Dear Ekta
Further to our discussion, below are the details of the offer for **IND Graduate Trainee Analyst at Aon Level 7**. Please find attached the Salary Annexure for your ready reference. The components of the fixed compensation are given below.

A. Total Fixed Compensation

Total Fixed Compensation of **INR 5,40,000**.

- Base Pay is fixed at 50% of TFC.
- Company contribution to PF is fixed at 12% of basic salary.
- The rest is the Flexible Compensation Pay amount which is to be structured amongst the various components like HRA, Meal Vouchers etc.

The other components of the compensation offer, besides the fixed component, are stated below.

B. Company Benefits

Benefits will be applicable as per defined policy.(e.g. Insurance, Fitness Allowance, Gratuity etc.)

C. Joining Bonus

As a special case, we will also be extending a **One-time Joining bonus** of **INR 60,000**. This is a one-time bonus and will be paid to you along with your first salary. All tax liability on account of this payment will be borne by you. Please note that should you voluntarily leave the employment of the Company within 12 months of the date of joining, you will be liable to refund the said amount to the Company forthwith. Your full and final settlement of accounts will be subject to recovery of the said amount from you.

I would request you to please respect the confidentiality of this employment contract and therefore not discuss the offer with any Aon employee. Please share your acceptance on this within 2 days. Would be happy to help with any clarifications.

Regards,

Surbhi Bhatyal
Aon Consulting | Human Resources | Talent Acquisition
Aon Centre | Building 2, Sector- 48, Gurgaon, 122004, Haryana, India
surbhi.bhatyal@aon.com

☎ : 124-6273402
✆ : 7889348517

Name: Ekta Singh
Date of Joining: TBD
Aon Designation: Graduate Trainee Analyst **ARL: 7**
Location: TBD

Annexure: Compensation and Benefits

Total Rewards include Total Fixed Compensation and Benefits. Each Item is distinct and is not aggregated.

Annual amounts in INR are given below.

All incidence of tax will be borne by the colleague as per the prevalent Income Tax rules; your tax liability will partly be determined by the FCP breakup that you choose.

Please refer to latest company's policies for changes

Items	Description	Amount *(In Rupees per annum)*
A. Total Fixed Compensation (TFC)		
Total Fixed Compensation (TFC)	**Annual Gross Fixed Salary**	**540000**
1. Basic	**50% of the TFC**	**270000**
2. Company contribution to Provident Fund (PF)	**12% of the basic salary**	**32400**
3. Flexible Component Plan (FCP) amount	**Tax benefit can be availed by distributing the Flexible Component Plan (FCP) under the heads mentioned below. Limits, if provided by tax rules, are indicated for reference. For details on each policy, please refer to the Aon Policy Manual.**	**237600**
(i) Housing	You are entitled to avail either Company leased Accommodation (CLA) or House Rent Allowance (HRA)	
	(i)a. Company Leased Accommodation - CLA is available as per policy. Additional housing assistance is made available for Mumbai colleagues, as per Aon Level. Additional housing assistance, if availed, is added to TFC and taxed accordingly.	
	(i)b. House Rent Allowance - Up to 50% of basic salary	
(ii) Hard Furnishing	Only if CLA is availed (Minimum = INR 5000, Maximum= 25% of FCP amount)	
(iii) National Pension Scheme	A minimum of INR 6000 and maximum of 10% of basic, annually can be contributed towards this scheme.	
(iv) Telephone Reimbursement	Reimbursement up to INR 36000 annually can be claimed under telephone reimbursement.	
(v) Meal Vouchers	Meal vouchers of up to INR 2200 per month.	
(vi) Professional Development	Expenses for any approved academic courses	
(vii) Leave Travel allowance (LTA)	LTA is available annually for domestic travel only, Tax benefit for LTA can be availed for ONE Journey in Two years or TWO Journeys in a Block of 4 years.	
(viii) Supplementary Allowance	Balancing figure in TFC, which is fully taxable	

Yash Jain- Aon Offer External Inbox × offer letters (2022 batch) ×

Surbhi Bhatyal <surbhi.bhatyal@aon.com>
to yashujain93122@gmail.com, me

Mon, 10 Jan, 15:22

Dear Yash

Further to our discussion, below are the details of the offer for **IND Graduate Trainee Analyst at Aon Level 7**. Please find attached the Salary Annexure for your ready reference. The components of the fixed compensation are given below.

A. Total Fixed Compensation

Total Fixed Compensation of **INR 5,40,000**.

- Base Pay is fixed at 50% of TFC.
- Company contribution to PF is fixed at 12% of basic salary.
- The rest is the Flexible Compensation Pay amount which is to be structured amongst the various components like HRA, Meal Vouchers etc.

The other components of the compensation offer, besides the fixed component, are stated below.

B. Company Benefits

Benefits will be applicable as per defined policy.(e.g. Insurance, Fitness Allowance, Gratuity etc.)

C. Joining Bonus

As a special case, we will also be extending a **One-time Joining bonus** of **INR 60,000**. This is a one-time bonus and will be paid to you along with your first salary. All tax liability on account of this payment will be borne by you. Please note that should you voluntarily leave the employment of the Company within 12 months of the date of joining, you will be liable to refund the said amount to the Company forthwith. Your full and final settlement of accounts will be subject to recovery of the said amount from you.

I would request you to please respect the confidentiality of this employment contract and therefore not discuss the offer with any Aon employee. Please share your acceptance on this within 2 days. Would be happy to help with any clarifications.

Regards,

Surbhi Bhatyal
Aon Consulting | Human Resources | Talent Acquisition
Aon Centre | Building 2, Sector- 48, Gurgaon, 122004, Haryana, India
surbhi.bhatyal@aon.com

☎ : 124-6273402
: 7889348517

Name: Yash Jain
Date of Joining: TBD
Aon Designation: Graduate Trainee Analyst **ARL: 7**
Location: TBD

Annexure: Compensation and Benefits		
Total Rewards include Total Fixed Compensation and Benefits. Each Item is distinct and is not aggregated.		
Annual amounts in INR are given below.		
All incidence of tax will be borne by the colleague as per the prevalent Income Tax rules; your tax liability will partly be determined by the FCP breakup that you choose.		
Please refer to latest company's policies for changes		
Items	**Description**	**Amount** *(In Rupees per annum)*
A. Total Fixed Compensation (TFC)		
Total Fixed Compensation (TFC)	**Annual Gross Fixed Salary**	**540000**
1. Basic	**50% of the TFC**	**270000**
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	(i)a. Company Leased Accommodation - CLA is available as per policy. Additional housing assistance is made available for Mumbai colleagues, as per Aon Level. Additional housing assistance, if availed, is added to TFC and taxed accordingly.	
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(iv) Telephone Reimbursement	Reimbursement up to INR 36000 annually can be claimed under telephone reimbursement.	
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(viii) Supplementary Allowance	Balancing figure in TFC, which is fully taxable	

Swastika Anand- Aon Offer External Inbox × offer letters (2022 batch) ×

Surbhi Bhatyal <surbhi.bhatyal@aon.com>
to swastika0110@gmail.com, me

Mon, 10 Jan, 15:23

Dear Swastika

Further to our discussion, below are the details of the offer for **IND Graduate Trainee Analyst at Aon Level 7**. Please find attached the Salary Annexure for your ready reference. The components of the fixed compensation are given below.

A. Total Fixed Compensation

Total Fixed Compensation of **INR 5,40,000**.

- Base Pay is fixed at 50% of TFC.
- Company contribution to PF is fixed at 12% of basic salary.
- The rest is the Flexible Compensation Pay amount which is to be structured amongst the various components like HRA, Meal Vouchers etc.

The other components of the compensation offer, besides the fixed component, are stated below.

B. Company Benefits

Benefits will be applicable as per defined policy.(e.g. Insurance, Fitness Allowance, Gratuity etc.)

C. Joining Bonus

As a special case, we will also be extending a **One-time Joining bonus** of **INR 60,000**. This is a one-time bonus and will be paid to you along with your first salary. All tax liability on account of this payment will be borne by you. Please note that should you voluntarily leave the employment of the Company within 12 months of the date of joining, you will be liable to refund the said amount to the Company forthwith. Your full and final settlement of accounts will be subject to recovery of the said amount from you.

I would request you to please respect the confidentiality of this employment contract and therefore not discuss the offer with any Aon employee. Please share your acceptance on this within 2 days. Would be happy to help with any clarifications.

Regards,

Surbhi Bhatyal
Aon Consulting | Human Resources | Talent Acquisition
Aon Centre | Building 2, Sector- 48, Gurgaon, 122004, Haryana, India
surbhi.bhatyal@aon.com

☎ : 124-6273402
✆ : 7889348517

Name: Swastika Anand
Date of Joining: TBD
Aon Designation: Graduate Trainee Analyst **ARL: 7**
Location: TBD

Annexure: Compensation and Benefits		
Total Rewards include Total Fixed Compensation and Benefits. Each Item is distinct and is not aggregated.		
Annual amounts in INR are given below.		
All incidence of tax will be borne by the colleague as per the prevalent Income Tax rules; your tax liability will partly be determined by the FCP breakup that you choose.		
Please refer to latest company's policies for changes		
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	(i)a. Company Leased Accommodation - CLA is available as per policy. Additional housing assistance is made available for Mumbai colleagues, as per Aon Level. Additional housing assistance, if availed, is added to TFC and taxed accordingly.	
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(ii) Hard Furnishing	Only if CLA is availed (Minimum = INR 5000, Maximum= 25% of FCP amount)	
(iii) National Pension Scheme	A minimum of INR 6000 and maximum of 10% of basic, annually can be contributed towards this scheme.	
(iv) Telephone Reimbursement	Reimbursement up to INR 36000 annually can be claimed under telephone reimbursement.	
(v) Meal Vouchers	Meal vouchers of up to INR 2200 per month.	
(vi) Professional Development	Expenses for any approved academic courses	
(vii) Leave Travel allowance (LTA)	LTA is available annually for domestic travel only. Tax benefit for LTA can be availed for ONE Journey in Two years or TWO Journeys in a Block of 4 years.	
(viii) Supplementary Allowance	Balancing figure in TFC, which is fully taxable	

ARBOLUS

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Arbolus Technologies India Private Ltd
CIN: U73100KA2021FTC151967
DLF Forum, Cyber City, Gurgaon

STRICTLY CONFIDENTIAL

Shreyash Sinha

14/04/2022

RE: Offer of Employment – Associate

Dear Shreyash,

We are thrilled to have you onboard and looking forward to welcoming you to **Arbolus Technologies India Pvt Ltd.**

We are pleased to offer you a position of **Associate** with **Arbolus Technologies India Pvt Ltd.** The position will be based out of our **Gurgaon office**. We are extremely excited about the contributions you can bring to the firm over the next few years and are convinced that you would be a very valuable addition to the team.

You will join us as a full-time employee of the firm and you will be entitled to:

- Overall CTC : 7.8 Lacs Per Annum
- Base Compensation: INR 6 Lacs Per Annum
- Bonus: 0-30% of your base compensation

As an employee, you will also be eligible to have access to certain employee benefits, including contributions to group medical plans amongst others.

To confirm your acceptance of this position, please sign and date this letter and return it to us. This offer, if not accepted, will expire after 7 days from the date of this letter.

We look forward to your favourable reply.

Sincerely,

Your Signature

Niraj Lalka
Vice President – India Head

Name: Shreyash Sinha
Date: 16/04/2022

arbolus
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Arbolus Technologies India Private Ltd
CIN: U73100KA2021FTC151967
DLF Forum, Cyber City, Gurgaon

STRICTLY CONFIDENTIAL

Gurjeevan Kaur

14/04/2022

RE: Offer of Employment – Associate

Dear Gurjeevan,

We are thrilled to have you onboard and looking forward to welcoming you to **Arbolus Technologies India Pvt Ltd.**

We are pleased to offer you a position of **Associate** with **Arbolus Technologies India Pvt Ltd.** The position will be based out of our **Gurgaon office**. We are extremely excited about the contributions you can bring to the firm over the next few years and are convinced that you would be a very valuable addition to the team.

You will join us as a full-time employee of the firm and you will be entitled to:

- Overall CTC : 7.8 Lacs Per Annum
- Base Compensation: INR 6 Lacs Per Annum
- Bonus: 0-30% of your base compensation

As an employee, you will also be eligible to have access to certain employee benefits, including contributions to group medical plans amongst others.

To confirm your acceptance of this position, please sign and date this letter and return it to us. This offer, if not accepted, will expire after 7 days from the date of this letter.

We look forward to your favourable reply.

Gurjeevan Kaur
Your Signature

Sincerely,

Niraj Lalka

Vice President – India Head

Name: Gurjeevan Kaur

Date: 16.04.2022

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#Find #Invite #Collaborate

Arbolus Technologies India Private Ltd
CIN: U73100KA2021FTC151967
DLF Forum, Cyber City, Gurgaon

STRICTLY CONFIDENTIAL

Mallika Chatterjee

14/04/2022

RE: Offer of Employment – Associate

Dear Mallika,

We are thrilled to have you onboard and looking forward to welcoming you to **Arbolus Technologies India Pvt Ltd.**

We are pleased to offer you a position of **Associate** with **Arbolus Technologies India Pvt Ltd.** The position will be based out of our **Gurgaon office**. We are extremely excited about the contributions you can bring to the firm over the next few years and are convinced that you would be a very valuable addition to the team.

You will join us as a full-time employee of the firm and you will be entitled to:

- Overall CTC : 7.8 Lacs Per Annum
- Base Compensation: INR 6 Lacs Per Annum
- Bonus: 0-30% of your base compensation

As an employee, you will also be eligible to have access to certain employee benefits, including contributions to group medical plans amongst others.

To confirm your acceptance of this position, please sign and date this letter and return it to us. This offer, if not accepted, will expire after 7 days from the date of this letter.

We look forward to your favourable reply.

Sincerely,

Niraj Lalka

Vice President – India Head

Your Signature

Name: Mallika Chatterjee

Date: 15/04/2022

BARCLAYS

Offers: Barclays India - Call for Applications - Graduate 2022 - Sri Venkateswara College External Inbox × offer letters (2022 batch) ×

chintan.doshi@barclays.com Wed, 19 Jan, 19:41
to khuship.svcpcell, me, samir.pinjara

Hi Khushi,

We are pleased to extend offer to below students, do congratulate them on our behalf.
Also as discussed, share the offer acceptance and sign out of process latest by tomorrow 10 am.

Name	Gender	Email	Institute Name	Business Name_Grade	Interview Date	Work Location	Interview Status
Namya Chugh	Female	namyachugh2608@gmail.com	Sri Venkateswara College, DU	Specialist Services_BA3	19th Jan 2022	Noida	Offered
Rishika Gupta	Female	rishika.svcpcell@gmail.com	Sri Venkateswara College, DU	Corporate Banking Ops_BA3	19th Jan 2022	Noida	Offered
Shreya Katiyar	Female	Shreya.Katiyar4201@gmail.com	Sri Venkateswara College, DU	Corporate Banking Ops_BA3	19th Jan 2022	Noida	Offered
Isha Soni	Female	isharakesh694@gmail.com	Sri Venkateswara College, DU	Post Market Trade_BA3	19th Jan 2022	Pune	Offered
Deepansha Ahuja	Female	Deepansha0700@gmail.com	Sri Venkateswara College, DU	Post Market Trade_BA3	19th Jan 2022	Pune	Offered

Thanks,

Chintan Doshi (he/him)| Candidate Acquisition Manager | Early Careers
☎+91 20 67160796 ☎ +91 9152951177 | Email chintan.doshi@barclays.com
WebEx: https://barclays.webex.com/join/chintan.doshi | 163 519 2993
Say 'thank you' with an e-thanks - it's simple, easy and can make someone's day!

Barclays India - Call for Applications - Graduate 2022 - Sri Venkateswara College External Inbox × Nakra × Pranjul ×

samir.pinjara@barclays.com Thu, 6 Jan, 18:45
to me

Hi Team,

We are pleased to invite applications from the students of **Sri Venkateswara College (Course – BA, BCom)** graduating in 2022 for the attached roles.
You are further requested to fill the attached excel sheet and share with us along with their resumes latest by **12th January 10 am**.

Note: Students can give max 1 role preferences and 1 location preference.
Roles along with the location are mentioned below for ease of reference. Please share resumes as per their role preferences.

- Specialist Services (Noida)
- Markets Post Trade (Noida & Pune)
- Corporate Banking Operations (Noida)

Below are the important process dates mentioned as agreed and confirmed

Pre-Placement Talk	Online Assessment	Interview Date
Jan 12th @ 15.00pm - 16.00pm	Jan 14th @ 8:00 pm	Jan 19th @ 14.00pm

Below are the details about compensation

Role Title	Career Grade	Joining Location	Annual Fixed (INR)	Bonus
Graduate Analyst	BA3	Noida or Pune, India	8,00,000 lacs	Annual Discretionary Bonus
Above compensation excludes retirals like Employer PF and Gratuity				

Benefits:

- One way travel to joining location, with two weeks accommodation
- One month basic salary as one time relocation allowance
- Relocation benefits and eligibility as per company policy.
- Free company transport as per company policy.
- Insurance cover through Employee Mediclaim policy.

Regards

Samir Pinjara

RSA GROUP

Private and Confidential

RSA Actuarial Services (India) Pvt. Ltd.
First Floor, Building 10, Tower C
Cyber City Complex, DLF Phase II
Gurgaon – 122002, India
Tel +91 (0)124 485 3000
www.rsagroup.com

Mr. Tushar Goel
E-74 Saket,
Near Red Roses Public School,
New Delhi- 110017

11th October, 2021

Dear Tushar,

We are pleased to offer you employment with **RSA Actuarial Services (India) Private Limited** as **Analyst** at **Level 6.** At RSA, employing positive people is how we achieve success. You will be working in an environment that encourages you to do great work and to deliver memorable service to our customers. We believe your personality and passion will keep RSA and our customers moving forward. In return for your contribution, we are offering you a total reward package that will recognise your commitment and achievements throughout your employment.

This offer is subject to the following terms and conditions.

1. This appointment is subject to the Company receiving a satisfactory medical opinion from a doctor to be nominated by the Company or a recognised registered medical practitioner.

2. During the continuance of this agreement, subject to such instructions and directions as may from time to time be issued by the Company, you shall exercise control over and shall manage the business of the Company assigned to you and shall use all proper means in your power to work to increase the profitability of the Company and to further the reputation and interests of the Company.

3. Your remuneration shall be :
   A basic salary of **Rs. 2,55,600/-** per annum. Other allowances and benefits will be as detailed in the annexure. The salary shall be paid in monthly arrears on the last working day of every month. The Company may at its discretion grant such increase in salary to you as it may from time to time determine.

   Salary shall be paid into a nominated bank account to be informed by you to the Company and subject to all deductions required to be made under law, including under the Income Tax Act, 1961.

4. You shall be reimbursed by the Company in respect of all expenses properly incurred by you in the discharge of your duties in accordance with the Company's procedures and policies. You shall claim these expenses supported by evidence of such expenditure.

Rachna Ashok

You shall be considered as being employed in **Gurgaon** but may, at the sole discretion of the Company, be transferred from that office to any other office of the Company in India.

5. You may be required to travel to any location in India or abroad, as the Company deems necessary for the proper execution of the job responsibilities.

6. During the course of your employment, the policies, rules and regulations of the Company, as applicable, amended or altered from time to time, will apply in respect of your employment and must be followed. You are advised to take steps to be aware of such Company policies, rules and regulations, which shall be considered to be an integral part of this letter.

7. You will be on probation for a period of **1 year**. During probation, this agreement may be terminated by either side by giving 30 days' notice. Your employment will be confirmed in writing, subject to satisfactory performance, at the sole discretion of the Company after this probationary period. The Company reserves the right to extend your probationary period for a further period of six months, at its sole discretion. In the event you are not confirmed at the end of the probationary period, your employment would be terminated forthwith by a letter in writing.

8. If, at any time during the probationary period, the Company comes to the conclusion that you cannot be confirmed as a regular employee of the Company, either on account of poor performance levels or due to any misconduct committed, the Company shall have the right, at its sole discretion, to terminate your services by giving 30 days' notice, in writing, of such termination.

9. Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, the Company reserves the right to immediately terminate your employment.

LEAVE

10. You shall be entitled to leave as per the Company's leave policy, as applicable, subject to such amendments as may be made from time to time. The leave policy shall be considered to be an integral part of this letter.

BONUS

11. If you are eligible, you will participate in the Company's discretionary Performance Bonus Scheme. Under this scheme, you would have the potential to receive a payment of up to 12.5% of your Base Pay (as defined in the annexure) depending on your individual performance and the Company's business results. Full details of this scheme, including eligibility criteria, can be found on the Company's Internal HR Intranet site. Payment under this scheme, if applicable, will be made in April, every year. Any payment due will be prorated for the number of months in the relevant year for which you have worked with the Company.

Rachna Ashok

ACTUARIAL DEVELOPMENT SCHEME (ADS)

12. If you are an Actuarial resource, you have the option to join the Company's Actuarial Development Scheme ("ADS") which provides comprehensive support for your actuarial studies. Should you opt to join the ADS, the terms and conditions of the Company's Actuarial Development Scheme Manual, as may be amended from time to time, shall become applicable to you and be deemed to form an integral part of this letter

13. You are expected to devote yourself exclusively to the business of the Company and outside appointments of any kind whatsoever shall not be permitted without the prior written approval of the Company

14. You shall not either during the continuance of your employment or thereafter divulge to any person and shall use your best endeavours to prevent the unauthorized publication or disclosure of any trade secret or other confidential information concerning the business or any of its subsidiaries.

15. During the course of your employment, you may be required to divulge certain personal data and information ("**Personal Data**"); to the Company, entities forming part of the RSA group worldwide, or third party entities; in connection with Company and RSA group training programs, human resource policies or shared employment schemes ("**Programs and Schemes**"). The Company shall store the Personal Data for the limited purposes of the Programs and Schemes only and shall reasonably safeguard the Personal Data; from any unauthorized access, damage, use, modification, disclosure or impairment; in accordance with the Company's security practices and procedures.

16. If any provision of this letter, as applied to either party, or to any circumstances, is adjudged by a court of competent jurisdiction to be void or unenforceable, the same shall in no way affect any of the other provisions of this letter or the validity or enforceability of this letter.

17. This letter of employment shall be governed by and construed in accordance with the laws of India. Any dispute in relation to this employment letter shall be subject to the exclusive jurisdiction of courts in Delhi, India.

18. This agreement may be terminated under the following circumstances:

a) By giving the other party 90 days' written notice of such termination. The employee must complete a handover of responsibilities during this period to the satisfaction and agreement of his/her manager. In the event of the employee not serving the said 90 day notice period, s/he will be liable to pay the company damages equivalent to his/her gross pay for the number of days not served and the amount due on account excess leave taken on the last working day.

In the event of the Company initiating the termination and the employee being asked leave the before completion of the said 90 days' Notice, the company will pay the employee damages equivalent to the employee's gross pay for the period of Notice not served and earned leave days not taken by the employee.

Rachna Ashok

b) Without any notice by the Company, in case of:

(i) gross default or gross misconduct (defined in detail in the Employee Handbook and Disciplinary & Capability Procedures) on your part adversely affecting the goodwill, reputation, credit, operations or business of the Company, its employees, agents, group companies;
(ii) serious or repeated breach or non-observance by you of any of the stipulations contained hereunder;
(iii) you being accused/convicted for any criminal offence which has material adverse effect on the goodwill, reputation, credit, operations or business of the Company or its group companies;
(iv) unauthorised disclosure of any confidential information of the Company or its group companies;
(v) you becoming of unsound mind or bankrupt; or
(vi) inability to perform duties by you under this offer letter for a continuous period of six months or an aggregate period of six months over a one year period.

19. Please confirm your acceptance of our offer by signing and returning the second copy of this letter. If we do not receive the signed letter from you confirming your acceptance of this offer within **5 days from the date of this letter**, this offer stands withdrawn and should not thereafter be considered as binding on the company. In case this offer is accepted, this offer will remain open for you to join service of the Company not later than **1st July, 2022**.

20. Subject to earlier termination of your employment, you shall retire on the last day of the month of your 60th birthday.

We are delighted to welcome you to RSA and wish you all the very best for a rewarding and enriching career with us.

Yours sincerely,

Rachna Ashok
Head – Human Resources
Rachna Ashok

Acceptance

Name	:	**Tushar Goel**
Signature	:	
Date	:	
Date of commencement of employment	:	1st July, 2022

RSA

Name: Tushar Goel
Designation: Analyst
Band: 2
Level: 6

ANNUAL COMPENSATION BREAK-UP

#	DESCRIPTION	ANNUAL (INR)	REMARKS
A	BASIC PAY	255,600	
B	HOUSE RENT ALLOWANCE	127,800	
C	LEAVE TRAVEL ALLOWANCE	10,650	
D	SUPPLEMENTARY ALLOWANCE	313,950	
E	TELEPHONE REIMBURSEMENT	12,000	
F	STATUTORY BONUS	30,000	
G	BASE PAY	7,50,000	Sum (A : F)
H	COMPANY CONTRIBUTION TO PF	30,672	12% of Basic Salary
I	COMPANY CONTRIBUTION TO GRATUITY	12,288	As per 'Payment of Gratuity Act'
J	OTHER ALLOWANCES	19,800	
K	TOTAL FIXED PAY	812,760	Sum (G : J)

ANNUAL PERFORMANCE BONUS

You will be eligible for a performance linked variable bonus as per Policy on the basis of your performance and the performance of the organisation. In order to be eligible to receive the Variable Bonus, you must

a) be a full time employee of RSA Actuarial Services India (Pvt) Ltd.
b) not be serving your notice period on the day that the Bonus payment is made

Rules related to Bonus Eligibility for new joiners are available with HR.

Rachna Ashok

OTHER BENEFITS

Group Health Insurance Policy – Rs.5 lakhs Floater cover for employee, spouse and dependent children

Group Term Life Insurance Policy with PA Riders – 4 Times Annual Base Pay – employee only. This cover will be subject to conditions laid down by the Life Insurer basis Underwriting Decisions

*PLEASE NOTE: Your remuneration is a **strictly confidential** contract between you and the organisation and must be maintained as such. If you are found guilty of any breach in the confidentiality of your remuneration, the organisation may initiate disciplinary action against you.*

WILLIS TOWERS WATSON

Willis Towers Watson

Willis Towers Watson India Private Ltd.
2nd Floor, Tower B, Unitech Business Park, South City-1, Gurgaon - 122001, Haryana, India Tel +91 124 432 2800

Ref No: 210004WB/575/2021

28 January 2022

Rushali Jain
S-258, 2nd floor
Greater Kailash-2
New Delhi-110048

Employment Letter

Dear Rushali,

With reference to our discussions regarding your employment, subject to the Conditions of Offer – Annexure 1, we are pleased to offer you a position with Willis Towers Watson India Private Limited (hereinafter the "Company"), a Willis Towers Watson Company and this letter outlines the main terms of your employment with us. Further details of our employment terms are contained in the Associate Handbook or on Company's Intranet site (within the HR pages of the Company's Intranet site). A selection of the key terms from Company's intranet site is enclosed. You will have full access to Company's intranet site upon your arrival at the Company.

Further to the Willis and Towers Watson merger in January 2016, as the two harmonize, we may vary certain terms and conditions of employment, subject to local legal considerations. If there are changes, you will be kept informed by our Human Resources team who will assist in managing the transition to any new terms for all of our employees.

Position and location

You shall be employed in the position of Research Assistant and you will join us at career level 73. You shall be initially posted at the Company's Gurgaon office located at 2nd Floor, Tower B, Unitech Business Park, South City-1, Gurgaon - 122001, Haryana, India. However, at the sole discretion of the Company, you are liable to be transferred /or travel from one place to another place anywhere in India or abroad and /or to any of the offices of the Company's successors, affiliates, associates, group companies and/or entities in which the Company may have an existing or future interest.

You will also work, if required, for the Company's successors/affiliates/ associates/ group Companies. The salary and emoluments mentioned herein cover your services for the Company, as well as for any of its successors/affiliates/associates/group Companies. You may also have the opportunity to be seconded for a period to another location in India or overseas.

You will initially report to Yogita Sabberwal. However, reporting is subject to change at the sole discretion of the Company. The nature of the Company's business requires that you are flexible in your approach to work in order to service the best interests of the Company's clients. Accordingly, you agree that the Company may at any time vary your position, scope of duties, and responsibilities, or require you to undertake different duties or change your reporting line in order to take account of the changing needs of the Company's business and your role within it. In any such circumstances, the Company will discuss with you any proposed changes and may offer you a new position or altered duties that it considers to be appropriate to your skills and experience at the time of the change.

Commencement of employment and probation period

Your period of employment with the Company will begin on 1 June 2022, and will be confirmed only pursuant to the expiry of the probation period. You will be initially on probation for a period of six months which shall commence from the day you join your services with the Company. This period may, however, be extended if so deemed necessary by the Company. On completion of probation period, either initial or extended, as the case may be, and upon the Company deeming your services satisfactory, the Company may in its sole discretion confirm your employment with the Company, by issuing a letter to the said effect. You will be deemed to be on probation until you receive the letter of confirmation from the Company. During the probation period the employment can be terminated by either the Company or you on one month notice in writing.

General employment obligations

You shall carry out your duties loyally, diligently and in accordance with the Code of Conduct and policies and procedures of the Company in force from time to time. You shall always give the Company the full benefit of your knowledge, expertise and skills, promote and protect its interests and not knowingly or deliberately do anything to its detriment.

Your contractual hours will be 40 per week. Daily working hours are from Monday to Friday each week from 9.30am to 6.00pm with half an hour break during the day for lunch. However, it may be necessary to extend these hours, or require your attendance at different times depending on work demands.

You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

This offer is conditional upon completion of successful background checks including a criminal record check.

Total target cash compensation

Your gross annual base salary shall be INR 500,000/- (Indian Rupees Five Lacs Only) per annum, which shall be subject to deductions on account of withholding taxes and contributions under applicable laws, rules and regulations in India and/or under the terms of your employment. Your gross salary's composition including statutory and/or discretionary payments is described in Annexure 2.

Your salary covers all aspects of your employment. You will be paid on a monthly basis by 25th of every month, and payment is subject to usual statutory / contractual deductions as applicable. Your salary will be reviewed based on your performance on an annual basis every year, in accordance with the company's normal practice, which, as of the date of this Agreement, provides for annual reviews. Any salary increase is at the company's discretion.

You shall be solely responsible for paying any taxes direct or indirect, state or local which may result from the remuneration paid to you pursuant to your employment with the Company.

You will be eligible to participate in the company's discretionary individual bonus program. The bonus year runs from 1 January to 31 December and bonuses are payable annually (usually in March). Your target bonus is 5% of your base salary.

Any bonus awarded will be based on individual performance and reflect the performance of the overall Company and your Segment, Region and Line of Business over the previous financial year. Any bonus payable under this program is discretionary. In certain circumstances bonus payments may be prorated, for example, in line with base salary changes, part year periods of service or extended periods of absence, in accordance with applicable law and company policy. The actual bonus paid could be more or less than the projected target

A current condition of eligibility to receive a bonus payment is that you are still in the Company's service on the date of payment and not working out any period of notice, whether given or received.

The Company reserves the right to amend or terminate any and all bonus provisions at its sole discretion at any time with or without notice or replacement. More detail on the bonus program can be found on the Total Rewards pages in your Associates Handbook or Company's intranet site.

In case of any additional payment over and above your salary, to facilitate your joining, a clawback of one year will be applicable from the date of joining.

Willis Towers Watson will pay you a joining bonus of INR 100,000 (Indian Rupees One Lac only) as part of your first month's salary. If you voluntarily terminate your employment or if you are terminated for cause (which would include, but is not limited to, termination due to misconduct or non-compliance with company policies or procedures) during the lock-in period of 1 year (12 months) of this joining bonus, you will be required to payback this amount to Willis Towers Watson.

Medical, Personal accident, and Term life insurance

The Company provides medical insurance covering hospitalisation expenses for you and your dependant family members and a personal accident and term life cover for you during the period of your employment with the Company. Further details, including terms and conditions, of the insurance cover will be available in the policy available on Company's intranet site or can be obtained from HR.

Annual leave

In addition to declared public holidays, our annual leave policy allows for 20 days of vacation with pay in each calendar year. Vacation entitlement is to be taken in the calendar year (January –December) to which it applies. Unutilized Annual leave up to a maximum of 11 days in a leave calendar year can be carried over to the next calendar year subject to maximum accumulation limit of 45 days. Any leave days in excess 11 days in a calendar year as of 1st January shall lapse. You understand that you may take vacation only by prior arrangement with your Manager. Please discuss with your Manager if any special approval is required.

Other leaves

You shall be entitled to 8 days of Casual Leave in a calendar year. A Casual leave is granted for a personal exigency/unforeseen situation where a colleague is required to take one or two days of leave. It can be availed for a maximum of 2 consecutive days at one instance. Unused casual leaves will lapse at the end of the calendar year.

You shall be entitled for 7 days of Sick leaves in a calendar year. A sick leave can only be claimed in case of medical exigency / illness of self only. No salary will be payable to you in respect of an absence of two (2) or more consecutive days due to sickness or injury unless you submit to your office of posting a medical certificate signed by a registered medical practitioner certifying your inability to come to work within one week after your return. Un-utilized sick leaves will lapse at the end of the calendar year.

Annexure 3

Confidentiality agreement

CONFIDENTIALITY AGREEMENT, dated as of 1 June 2022 between Willis Towers Watson India Private Limited, a Willis Towers Watson Company, including all of its subsidiaries, affiliates, predecessor, successor and parent corporations (hereinafter collectively referred to as “Willis Towers Watson”), and Rushali Jain Willis Towers Watson employee.

In consideration of your employment with Willis Towers Watson, you agree that:

1. You have access to the company’s confidential and proprietary information and trade secrets and that these are valuable assets of the company. Such information includes, but is not limited to, computer software and documentation, data files, client data, client information, working papers, reports, client contact information, mailing lists, procedures manuals, pricing and billing information, employment records and data, terms of contracts to which the company is a party, business plans and other information belonging to the company (“Information”). You will exercise due care to protect the confidentiality of Information and will not, except for business purposes, duplicate, electronically transmit, or remove from the company’s premises Information. During your employment with the company, or at any time thereafter, you will not disclose or use for the benefit of anyone other than the company any Information relating to the company, its affiliates, its subsidiaries or any of its clients, other than Information already in the public domain through no breach of this Agreement. At the time of your separation from the company, you will return to the company all copies of Information.

2. Any inventions, published or unpublished written materials, or new developments that you (personally or in conjunction with others) write or conceive in the course of your employment with Willis Towers Watson, including copyrights, which relate to your work for the company, are the property of the company. You will sign and deliver all papers, including patent applications, as may be necessary to vest appropriate title to such materials and inventions in the company.

3. If you violate any of the terms of the Agreement, the company will be entitled, for the protection of its goodwill and client relationships, to seek and secure any and all available appropriate legal remedies (including money damages) and equitable relief (including an injunction), to ensure your performance with your obligations described in this Agreement.

4. This Agreement does not alter any of the other terms and conditions of your employment with Willis Towers Watson, including the fact that you, or Willis Towers Watson, may terminate your employment, with or without cause, at any time. This Agreement may only be modified in writing by both parties.

5. You acknowledge and agree that the terms of this Agreement shall be binding on you with effect from the date of this Agreement.

6. This Agreement shall be governed by the laws of India.

WILLIS TOWERS WATSON INDIA PRIVATE LIMITED

By:

_______________________ _______________________

Vandana Bhatt	***Rushali Jain***
Head, Human Resources - India	
Date:	*Date:*

OBEROI GROUP

TRIDENT
Gurgaon

Date: 04th January, 2022

Dear Ms. Shivangi,

Congratulations! It gives us great pleasure in selecting you as **Guest Service Associate – Front Office.**

You have successfully completed the selection process. This is a commendable achievement as The Oberoi Group is known for its exacting selection standards.

We have noted your location preference. We will send you a letter by March, 2022 informing you of the hotel you have been selected for and your date of joining. Due consideration will be given to your location preference.

Your appointment will be subject to your clearing a medical examination by the Company Doctor.

Should have any questions or need any further assistance, please contact Mr. Charan Singh at Corporate Human Resources Department. His contact number is 011 23890505 and his email address is charan.singh@oberoigroup.com.

Please return a duplicate copy of this letter, duly signed by you, as a token of your acceptance.

We look forward to having you on our team.

Thank you,

Yours sincerely,
For **The Oberoi Group**

Chandani

Chandani Rajpal Singh
Manager- Human Resources

Accepted. ____________

Name:

E-mail id:

Mobile/Residence Tel. No:

(Please write legibly)

Shivangi Singh

443, Udyog Vihar, Phase V, Gurgaon 122 016, Haryana, India T +91 124 245 0505 F +91 124 245 0606 www.tridenthotels.com

Registered Office: Orbit Resorts Limited, 256, Sector 9C, Chandigarh, India
CIN: U55101CH1988PTC008156

JARO EDUCATION

jaro education

22nd October 2021

To,
Ms. Shikha Jha,

Dear Shikha,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

		(Amount in Rupees.)		
Particulars		**For 1st 90 Days**		**Effective from 4th Month**
Basic Salary	:	15,050		16,000
House Rent Allowance	:	1,505		8,000
Transport Reimbursement	:	1,600		1,600
Telephone Reimbursement	:	500		500
Statutory Bonus (Paid Monthly)	:	1,254		1,400
Special Allowance	:	5,091		12,500
Total		**25,000**		**40,000**
Daily Travel Reimbursement	:	3,000		3,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000		10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000		2,000
Total	**:**	**40,000**		**55,000**

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________Dated_______

jaro education®

22nd October 2021

To,
Ms. Manini Mehta,

Dear Manini,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	2,000
Total	:	**40,000**	**55,000**

Regards,
Jaro Education

Sushant M

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions __________Dated________ jaro education®

22nd October 2021

To,
Ms. Sanidhya Verma,

Dear Sanidhya,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Total	**:**	**40,000**	**55,000**

Regards,
Jaro Education

Sushant M

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________ Dated_______

Jaro Institute of Technology Management and Research Limited
Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.
CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

jaro education

23th October 2021

To,
Ms. Tanusree Halder,

Dear Tanusree,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000	10,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000	2,000
Total	**:**	**40,000**	**55,000**

Regards,
Jaro Education

Sushant M

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________Dated_______

jaro education

30th October 2021

To,
Ms. Gunjan Gola,

Dear Gunjan,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

<u>Find below compensation details:</u>

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Total	**:**	**40,000**		**55,000**

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________Dated_______

jaro education

12th November 2021

To,
Ms. Shobia Malik,

Dear Shobia,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

<u>Find below compensation details:</u>

During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Total	**:**	**40,000**		**55,000**

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions __________Dated________

jaro education

16th March 2022

To,
Ms. Sandhya,

Dear Sandhya,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:
During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Total	**:**	**40,000**	**55,000**

Regards,
Jaro Education

Sushant

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________Dated_______

jaro education

10th March 2022

To,
Mr. Yash Jasnani,

Dear Yash,

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

Find below compensation details:
During the first 90 days (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first 90 days is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from fourth month.

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Total	**:**	**40,000**	**55,000**

Regards,
Jaro Education

Sushant M

Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _________Dated_______

UPGRAD

Abhishek Singh <abhishek8.singh@upgrad.com>
to Harshal, me, Kritika

Hi Team,

Hope this email finds you well.

We are delighted to inform you that the below-mentioned **students** have been **selected** after the final round of interviews. Our team will contact them for further proceeding with the **onboarding**.

Please block these candidates from sitting in other campus drive processes.

Ashutosh Shukla	ashutoshshukla	9755891502		B.Com (P)
Binani Aditya	binnaniaditya1@	7433023672		B.Com (H)
Chahat Dhawan	chahatdhawan3	9953219070		B.Sc. (H) Chemistry
Diva Singh	divasingh487@c	9599243969		B.Sc. (H) Biological Sciences
Karuna	karuna1552000	7827077432		B.Sc. (P) Life Sciences
Prashant Kumar Upadhyay	uprashant63358	9310170582		B.A. (H) Economics
Shriya Koul	shriyakoul777@	9811376762		B.Sc. (H) Mathematics
Vanshika Gupta	vg42068@gmail	9582063375		B.A. (H) History

Kindly acknowledge.

Do let me know if you have any questions.

Thanks & Regards,
Abhishek Singh Bhadoria
Senior Associate- Talent Acquisition
Email - abhishek8.singh@upgrad.com | https://www.upgrad.com/
Follow us: Facebook | Twitter | LinkedIn | YouTube

TRESVISTA

TresVista
Catalyzing Your Impact

January 21, 2022

Sheetal Kumari
Purbey Niwas, Madhubani,
Sakri - 847239

Dear Sheetal ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Bangalore.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

____

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

____

NAME: ____________________

DATE: ____________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund [1]	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support [2]	25,000
CTC [3]	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

____

TresVista
Catalyzing Your Impact

November 26, 2021

Swasti Mishra
S 3, CPWD QTRS,
Haddows Road,
Chennai - 600006

Dear Swasti ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the CFO Office Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on July 04, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. The location of this training will be confirmed closer to your date of joining.
2. Your job location (upon successful completion of training) will be Bangalore.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to hr@tresvista.com within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

____

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

____

NAME: ____________________

DATE: ____________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

____

Catalyzing Your Impact

November 30, 2021

Devanshu Agrawal
1645, Gali Gusaiyan,
Mandi Ram Das,
Mathura - 281001

Dear Devanshu ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the CFO Office Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on July 04, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. The location of this training will be confirmed closer to your date of joining.
2. Your job location (upon successful completion of training) will be Bangalore.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to hr@tresvista.com within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

____

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

____

NAME: ________________________

DATE: ________________________

TresVista
Catalyzing Your Impact

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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TresVista
Catalyzing Your Impact

November 30, 2021

Manisha Pahi
#22/P-35 Block (5th Floor) Piru Vihar,
Sadar Bazar, Delhi Cantt ,
New Delhi - 110010

Dear Manisha ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the CFO Office Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on July 04, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. The location of this training will be confirmed closer to your date of joining.
2. Your job location (upon successful completion of training) will be Pune.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to hr@tresvista.com within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.

MP.

Tres Vista
Catalyzing Your Impact

11. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
12. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
13. You will respect and uphold the TresVista PACT at all times (Annexure 3).
14. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

Pahi

NAME: MANISHA PAHI

DATE: 01st Dec, 2021

TresVista Analytics LLP
8th Floor, IT 8, Qubix SEZ Business Park, Hinjewadi, Pune, Maharashtra, India 411057
Ph.: +91 20 6770 4200

LLPIN: AAK-6462
www.tresvista.com

TresVista
Catalyzing Your Impact

Annexure 1: Annualized Salary and Bonus Structure

Analyst, CFO Office Services	
Basic	2,16,000
HRA	1,08,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 5,40,000**
Provident Fund [1]	25,920
Fixed	**INR 5,65,920**
Variable Performance Bonus	1,10,000
Onboarding Support [2]	25,000
CTC [3]	**INR 7,00,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

M.P.

TresVista
Catalyzing Your Impact

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

Mali
____

TresVista
Catalyzing Your Impact

November 30, 2021

Manan Bajaj
187, Adarsh Nagar,
Frontier Colony, Bhag Singh Road,
Jaipur - 302004

Dear Manan ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the CFO Office Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on July 04, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. The location of this training will be confirmed closer to your date of joining.
2. Your job location (upon successful completion of training) will be Mumbai.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to hr@tresvista.com within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.

TresVista Financial Services Pvt. Ltd.
Lotus Corporate Park, Unit no.s 201 & 202, 2nd Floor A, B and F Wings,
Off Western Express Highway, Goregaon (E), Mumbai, Maharashtra, India 400 063
Ph.: +91 22 6156 7300

CIN: U74140MH2006PTC164480
www.tresvista.com

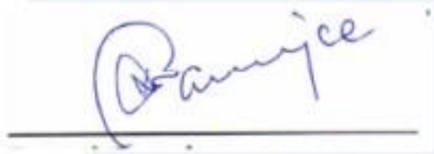
11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,



Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

____

NAME: ____________________

DATE: ____________________

TresVista
Catalyzing Your Impact

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund [1]	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support [2]	25,000
CTC [3]	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account
(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)
(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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TresVista
Catalyzing Your Impact

November 30, 2021

Muzakkir Ahmad
D 28/110, Pandey Haveli,
Madanpura, Varanasi - 221001

Dear Muzakkir ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the CFO Office Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on July 04, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. The location of this training will be confirmed closer to your date of joining.
2. Your job location (upon successful completion of training) will be Pune.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted. You will be required to email a copy of your accepted resignation from your current organization (if any), to hr@tresvista.com within one week from the date of the offer.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
11. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.

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11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

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NAME: ____________________

DATE: ____________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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TresVista
Catalyzing Your Impact

January 12, 2022

Navya Jindal
C-145 Ramprastha Colony,
P.O. Chander Nagar,
Ghaziabad - 201011

Dear Navya ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Bangalore.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

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Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

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NAME: ______________________

DATE: ______________________

Tres Vista
Catalyzing Your Impact

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

TresVista
Catalyzing Your Impact

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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TresVista
Catalyzing Your Impact

January 12, 2022

Arushi Gupta
H. No. 823/5, Nanak Nagar,
Jammu - 180004

Dear Arushi ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Pune.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

A.G.

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

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Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

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NAME: ______________________

DATE: ______________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

   a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
   b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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Tres Vista
Catalyzing Your Impact

January 12, 2022

Aarushi Agarwal
Ramprastha Colony,
Ghaziabad - 201011

Dear Aarushi ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Pune.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

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NAME: ____________________

DATE: ____________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund [1]	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support [2]	25,000
CTC [3]	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

    a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
    b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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January 12, 2022

Janvi Rastogi
CK 54/50 Raja Darwaja,
Chowk, Varanasi - 221001

Dear Janvi ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Pune.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

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Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

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NAME: ___________________

DATE: ___________________

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account

(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)

(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

   a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
   b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

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TresVista
Catalyzing Your Impact

January 12, 2022

Shreyansh Garg
114, Patni Bazaar,
Ujjain - 456006

Dear Shreyansh ("you", "your", "Employee"),

With reference to your application and interviews with us for the position of Analyst in the Research and Investment Services department, we ("TresVista", "we", "us", "Company") are delighted to extend you an offer to join TresVista on November 14, 2022 ("date of joining").

The following are the terms and conditions of the offer through this letter ("Offer Letter"):

1. You will undergo a comprehensive new hire training (minimum of 3 weeks) which will commence on your date of joining. It will familiarize you with the culture of the Company and introduce you to the world of Finance. This training will be conducted at the Pune office.
2. A GAAP Accounting Manual will be sent to you shortly. You should attempt the exercises and study the manual before the first day of training. There will be a test which you will be required to clear at the end of the first week of training. TresVista reserves the right to withdraw the offer, in the case of unsatisfactory performance during the test or subsequent assignments during the course of training.
3. Your job location (upon successful completion of training) will be Pune.
4. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 7,00,920/- (Rupees seven lakh nine hundred and twenty only) per annum. A detailed salary break up is attached herewith (Annexure 1).
5. Your Annual Review Period will be from Jan 01 to Dec 31. You will be eligible for a raise in your gross salary from the Annual Review Period beginning Jan 01, 2024. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending Dec 31, 2023.
6. Once your service is confirmed, if you desire to resign, you are required to serve one month's notice ("Notice Period"). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
7. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
8. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately. You must not use, refer or state that you are working at the Company across any social media platforms.
9. You must not use, refer or state that you are working at the Company across any social media platforms.
10. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).

11. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
12. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.
13. During your employment with the Company, you will work diligently, faithfully and to the best of your abilities and shall perform all the duties entrusted to you.
14. You will respect and uphold the TresVista PACT at all times (Annexure 3).
15. You agree to have understood and accept the terms of the Employment Agreement (Annexure 4).

If you have any questions or would like a more detailed discussion of the terms above, please do not hesitate to contact the HR Department. Failure to adhere to any of the conditions mentioned above will result in an automatic rescinding of this offer.

You understand that this offer stands valid till your date of joining only, and your failure to join the Company on the said date without a prior request to reschedule your joining, agreeable to the Company, shall lead to the revocation of this Offer Letter without any further notice to you.

Kindly sign this Offer Letter signifying your acceptance to the above terms and conditions. We wish you a very prosperous career with us.

Yours Sincerely,

Banerjee

Devrath Banerjee
Authorized Signatory

SIGNED AND ACCEPTED

____

NAME: ____________________

DATE: ____________________

TresVista
Catalyzing Your Impact

Annexure 1: Annualized Salary and Bonus Structure

Analyst, Research and Investment Services - Year 1	
Basic	216,000
HRA	108,000
Conveyance	19,200
Medical Reimbursement	15,000
Books & Periodicals	2,400
LTA	18,000
Special Allowance	61,400
Vehicle Reimbursements	48,000
Attire Reimbursements	24,000
Telephone Reimbursements	18,000
Statutory Bonus	10,000
Gross	**INR 540,000**
Provident Fund (1)	25,920
Fixed	**INR 565,920**
Variable Performance Bonus	110,000
Onboarding Support (2)	25,000
CTC (3)	**INR 700,920**

(1) Mandatory if the employee has an existing PF Account
(2) Payable based on actual expenses as per the Onboarding Support policy (Annexure 1A)
(3) Subject to taxes as per law

Salary and Bonus Structure:

1. Reimbursements (Vehicle, Attire, Telephone, Medical and Conveyance) - No bills are required to receive these amounts. However, Vehicle, Attire and Telephone reimbursements can be made a non-taxable part of the income upon submission of invoices as per process.

2. Signing Bonus - It is a sub-component of the total bonus which is payable upon joining subject to the submission of an undated collateral cheque. It will be paid, only if applicable and shown in the above Annualized Salary and Bonus structure. Approach the accounts department, to claim this bonus within the first three months.

3. Variable Performance Bonus - A sub-component of the total bonus that an Employee is eligible for, subject to Company and Employee performance

4. The Employee becomes eligible for the Signing Bonus or the Variable Performance Bonus upon meeting all of the below mentioned criteria:

   a. Has been eligible, and successfully completed the Annual Review Period and Annual Review Process; and,
   b. Has been employed with the Company on the day of actual payout of the Variable Performance Bonus

5. All amounts including bonuses mentioned in the offer are annualized and will be prorated for the Employee's tenure in the Company at the time of payout

6. For an annual performance rating of below 3, or in cases of initiated or pending disciplinary actions against the Employee, all bonus amounts (including but not limited to Signing Bonus, Variable Performance Bonus) are non-realizable and if paid to the Employee in advance, shall be returned by the Employee in full to the Company.

7. The Company reserves the right to derive the final payout, which shall be conclusive and binding.

SIGNED AND ACCEPTED

____

NOMURA RESEARCH INSTITUTE

Pragya Trivedi
to Rabbani, me, Deepika

Dear Rabbani,

Please find below the final list of selected candidates for position of NRI Consulting & Solution.

1. Pranay Goyal
2. Nitya Bhasin
3. Naman Kumar Jain
4. Punyash
5. Shaurya Jain

Request you to please inform the same to selected students.

...

From: Rabbani Suri [mailto:rabbani.svcpcell@gmail.com]

...

Pragya Trivedi
to me

Dear Team,

Sharing below details as required:

1. Job Profile and Job Description (JD): Position: Associate Researcher , JD: Attached
2. Cost to Company (CTC): 548,800 lpa
3. Eligibility (Course, Grade, Backlog) : BCom (h), BA (H) Economics, B.Sc (H) Mathematics, B.Sc(H) Physics. If backlog is due to medical reason than medical history is required prescribed by certified doctor.
4. Selection Process: CV Screening, Group Discussion, Personal Interview
5. Job Location: Gurgaon
6. Nature of Opportunity (Work from home/in office) :Depends upon covid situation (Currently working on hybrid mode)
7. Date of Commencement: After final semester examination

Request you to please confirm date for pre-placement talk on 18th Feb (Friday) from 3:30 pm-5:00 pm

Thanks & Regards

Pragya Trivedi
Sr. Executive | HR
Nomura Research Institute Consulting and Solutions India Pvt. Ltd.

7th Floor, Tower A, Building No. 5, DLF Cyber City
Phase III, Gurgaon, Haryana, India-122002
Mob.: +91-9319195129
URL http://india.nri.com/

...

KPMG GLOBAL SERVICES

KPMG Global Services Private Limited
RMZ Ecoworld
2nd Floor, Campus 7
Devarabeesanahalli, Outer Ring Road
Bangalore 560 103 Karnataka India

Telephone: +91 80 6132 6100
Internet: www.kpmg.com/in
Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name - Aanchal Arora
College name – Sri Venkateswara College
Aadhar card no. 9569 9083 6646

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

Subsequent to the interview process, we are pleased to confirm our intent to offer you the position of Analyst in the Capability Hubs business unit at KGS with a total compensation of INR 500,000 LPA (Five lakh only).

Your anticipated joining date is in Apr-May'22 at Bangalore / Gurgaon. In case you are unable to join the Firm by June'22, this letter of intent will stand cancelled and withdrawn. Your appointment is subject to you executing the formal appointment letter from the Firm and the terms and conditions therein.

This letter confirms our intent to offer with respect to your employment, subject to clearance of your background check and your residential address falling under coverage of our transport "Hiring Zone".

You agree to keep the terms of the letter confidential and agree not to share them with anyone except your immediate family, and financial and legal advisors.

All of the above, including the compensation components, have been explained to you by the Firm.

Please review this letter and return a signed copy as a token of your acceptance.

For KPMG Global Services Private Limited (KGS)	Accepted and Agreed
______________________	______________________
Anuricha Chander	Name:
Associate Partner	Date

KPMG Global Services Private Limited
RMZ Ecoworld
2nd Floor, Campus 7
Devarabeesanahalli, Outer Ring Road
Bangalore 560 103 Karnataka India

Telephone: +91 80 6132 6100
Internet: www.kpmg.com/in
Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name - Aditi Ananya
College name – Sri Venkateswara College
Aadhar card no. 8973 9095 3607

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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Anuricha Chander	Name:
Associate Partner	Date

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Bangalore 560 103 Karnataka India

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Internet: www.kpmg.com/in
Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name - Anant Goyal
College name – Sri Venkateswara College
Aadhar card no. 6703 2512 1414

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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____________________	____________________
Anuricha Chander	Name:
Associate Partner	Date

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Internet: www.kpmg.com/in
Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Disha Gupta
College name – Sri Venkateswara College
Aadhar card no. 7520 5422 8147

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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Please review this letter and return a signed copy as a token of your acceptance.

For KPMG Global Services Private Limited (KGS)

____

Anuricha Chander

Associate Partner

Accepted and Agreed

____

Name:

Date

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Internet: www.kpmg.com/in
Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Khushi Bansal
College name – Sri Venkateswara College
Aadhar card no. 8761 1253 3376

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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Anuricha Chander	Name:
Associate Partner	Date

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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Kimaya S Patil
College name – Sri Venkateswara College
Aadhar card no. 6250 6346 3095

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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Anuricha Chander	Name:
Associate Partner	Date

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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Kshitiz Agarwal
College name – Sri Venkateswara College
Aadhar card no. 9786 6755 6099

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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______________________	______________________
Anuricha Chander	Name:
Associate Partner	Date

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Email: indiawebsite@kpmg.com

Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Pratham Jain
College name – Sri Venkateswara College
Aadhar card no. 7139 8310 8481

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For KPMG Global Services Private Limited (KGS)

____

Anuricha Chander

Associate Partner

Accepted and Agreed

____

Name:

Date

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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Pratham Sahay
College name – Sri Venkateswara College
Aadhar card no. 8386 1415 8334

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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________________________	________________________
Anuricha Chander	Name:
Associate Partner	Date

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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Raunaq Puri
College name – Sri Venkateswara College
Aadhar card no. 3618 6003 3950

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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For KPMG Global Services Private Limited (KGS)	Accepted and Agreed
____________________	____________________
Anuricha Chander	Name:
Associate Partner	Date

KPMG

KPMG Global Services Private Limited
RMZ Ecoworld
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Internet: www.kpmg.com/in
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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Sanskar Sharma
College name – Sri Venkateswara College
Aadhar card no. 2861 3421 5908

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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For KPMG Global Services Private Limited (KGS)

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Anuricha Chander

Associate Partner

Accepted and Agreed

____

Name:

Date

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Private & Confidential

Date: 3rd December 2021

To,

Congratulations
Candidate name – Yash Khandai
College name – Sri Venkateswara College
Aadhar card no. 2801 7185 5924

We thank you for taking the time to attend the interview process of KPMG Global Services Private Limited (KGS). The Firm is a global delivery centre for KPMG Member Firms across the globe.

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For KPMG Global Services Private Limited (KGS)

Accepted and Agreed

____

____

Anuricha Chander

Associate Partner

Name:

Date

INTELLIPAAT

Ojasvi Mahajan <Ojasvi@intellipaat.com>
to AKHILA, Riya, me, Deepika ▾

Hi,

We are pleased to say that we have selected the below student for the position of Business Development Associate/ Business Development Trainee.

Rima Kumari

Please let us know the exact date they will join at the earliest by today
Thanks for your great support and coordination and we hope to have a good relationship with your institution

•••

Learning routes

Offer Letter

Date: 07/01/2022

Dear **Nivedita Naina**,

With reference to your application, we are pleased to offer you an employment opportunity with Learning Routes Pvt Ltd on mutually agreed terms and conditions.

The details of the offer are provided below:

Designation : **Sales Associate**
Location : **Delhi**
Tentative DOJ : **June, 2022**

We are confident that you would play a pivotal role in strengthening the team.

This offer is being made to you on the following terms and conditions:

SALARY

1. Your cost to the Company shall be **5.34 LPA** per annum. Detailed structure is as mentioned below:

Cost to the Company: Annexure -A

Fixed Component	Monthly	Yearly
Basic	9600	1,15,200
House Rent Allowance	7200	86,400
Conveyance Allowance	1920	23,040
Medical Allowance	1440	17,280
Special Allowance	3840	46,080
Gross Total (A)	**24000**	**2,88,000**

Variable Components	Monthly	Yearly
Salary Revision(After Probation Period Based on Performance)	3000	18000
Punctuality cum Continuity Bonus	1500	18000
Incentives	12000	144000
Punctuality Bonus	1000	12000
DTA(Meeting Travel allowance)	4500	54000
Total (B)	**22000**	**246000**

COST TO COMPANY(A)+(B)	46000	5,34,000

2. This offer is provisional in nature and the detailed appointment letter shall be provided to you on joining subsequent to satisfactory completion of the joining formalities.

3. Matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your departmental head or HR will be considered as breach of agreement by you.

4. You will be on probation for a period of six months, which may be extended further at the discretion of the Company.

5. This offer of appointment is valid until **15th January, 2022** for acceptance. If we do not hear from you by **15th January, 2022** i.e. the date on which validity of the offer expires, this offer shall be treated as withdrawn.

6. During probation, you will be required to serve 1 months' notice or pay 1 month's Basic salary in lieu of notice. Post confirmation, your appointment can be discontinued by either party by serving 45days months' notice or by payment of 45 days' Gross salary in lieu of notice.

7. Your services are transferable anywhere in India, at any time, as per the business requirements

8. If you accept the above, you are required to produce the following documents on the date of joining:
   - PAN Card
   - Aadhaar Card
   - Certificates & mark sheets of Highest educational qualification
   - Salary Slips for last three months
   - Resignation Acceptance Letter of current company
   - Two Passport Size Photographs
   - Cancelled Cheque – Bank Details

9. You hereby authorize the Company or any external agency appointed by the Company to verify:
   a) Education
   b) Employment
   c) Conduct other background checks prior to your joining the Company or thereafter.

   Your appointment is contingent upon successful completion of the background check and the Company reserves the right to end your employment should the results of your background investigation be negative

10. The management also reserves the right to withdraw the said offer in case you are found medically unfit.

Thanks & Regards,
Ishita Mahajan
Sr. Human Resource Manager
+91 977383858

LEARNING ROUTES|
Plot No. 121, 3rd Floor, Sector-44 Near Ramada Hotel, Gurugram, Haryana 122003

PAYTM

Ayush Venugopal
to Vidisha, shivani.jha, avipsa.das, me

Hi Vidisha,

Thank you for all the support during the placement process.
Please find below the list of students **shortlisted** after the Interview process.

Name	Email	Contact
Abheek Gupta	abheekgupta04@gmail.com	8368349522
Diya Gupta	diya090801@gmail.com	8851838700
Shameek Phukan	phukanid@gmail.com	9706961908
Shweta Tanwar	tanwar.shweta04@gmail.com	9205137801
Mehak Bhatia	bhatiamehak01@gmail.com	9821809217

On behalf of the **Paytm** team, I congratulate them for getting selected for the role.
Request you to please block them from further processes.
Feel free to reach out to me in case of any queries.

Thanks & Regards
Ayush Venugopal
91-8860689851

BYJU'S

BYJU'S CAMPUS 2022 DRIVE RESULT- Sri Venkateswara College, University of Delhi External Inbox × offer letters (2022 batch) ×

Byjus Campus <campus@byjus.com> Mon, 14 Feb, 18:02

to me, sunitachhabra.svc, himanshia.svcpcell, Shivani

Hello

Greetings from Byju's!

Please find below the result for the Virtual campus drive held with - **Sri Venkateswara College, University of Delhi**

A total of 01 students have been selected at BYJU'S – The Learning App.

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

Ria Maheshwari	riamaheshwari10@gmail.com	8860487648	Sri Venkateswara College, University of Delhi	Academic Specialist

Heartiest Congratulations and we look forward to getting them on-boarded at BYJU's.
Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byju's.

The future BYJUites will have few engage sessions "BYJU'S ENGAGE" with our team to create a bond and bring them on speed with the ecosystem, culture and progress of our company. The details and schedules for the same will be communicated well in advance.

Warm Regards,
TEAM BYJU'S

Monika Singh <monika.singh7@byjus.com>

to Himanshi, vidisha.svcpcell, me

Hi Team,

As discussed, PFA the JD for 2 open roles: Content Development - English and Media.
CTC - 6 (5+1) LPA

Kindly share the interested Student's Database in the given format:

Candidate Name	Email ID	Contact no.	Campus Name	Course	CGPA	Resume Link

2 Attachments

JD (Campus) - Cre...

English - JD.pdf

Monika Singh

to Nishant, Saurav, aayushi, Himanshi, vidisha.svcpcell, me

Hello Team,

Below are the final selections for the position of Curriculum Associate. Please ensure the student accepts the offer made and is withdrawn from any other processes.

College	Name of the student	Role Applied For	Mobile Phone	Email address
Sri Venkateswara College	Jyotismita Khataniar	Curriculum Associate	7002836569	jyotismita.khataniar@gmail.com

MILLIMAN INDIA

M

Milliman India HR Suppo... 5 Apr

to S, Vinita, Richa, me

Hello Skanda,

We are happy to extend an offer to Nishank Gupta for the Actuarial Associate Role.

I highly appreciate your constant support throughout our recruitment process you have been amazing.

Show quoted text

Show quoted text

TIER 3

ATHENA EXECUTIVE SEARCH AND CONSULTING

November 3rd, 2021

EMPLOYMENT CONTRACT

Dear Nivedita,

Welcome to Team Athena.

We are pleased to offer you appointment as **Research Associate** in our Company.

The terms and conditions of your appointment are given below:

You will be paid an annual salary of **Rs. 5,00,004/- (Five Lac and Four rupees only)** which includes all your perquisites and allowances.

1. The break-up of the salary is detailed in the annexure.

2. **An annual discretionary bonus (based on individual and company performance), with a swing of 0% - 100%, is additional to the figures shared in the contract.**

3. This offer of appointment is valid only till the date of joining (**May '22**) you have accepted and committed as above and it will automatically cease in the event of your not joining us by the said date.

4. The first 3 months of your employment will be a probationary period. The Company may extend your probationary period if so deemed necessary by the company. If you successfully complete the probationary period, either initial or extended, the Company may in its sole discretion confirm your services. You will be deemed to be on probation until you receive the letter of confirmation in writing from the Company

   For Separation/Termination the following Terms and Conditions will hold:

   4.1. Either party may terminate the services with 3 months' notice without assigning reasons. However, during the probationary period, 1 months' notice would be deemed enough.

   4.2. Notice period is meant to ensure completion of jobs already taken, transfer ongoing jobs, smooth transition and provide for time to get suitable replacement. Failing to fulfill this commitment and purely at the discretion of the employer, for any risk whatsoever, the employee will be required to pay to the employer, on demand, a sum not exceeding 3 (three) months' or 1 (one) month's basic salary, as the case may be, as was being received by the employee at the time of said notice, as compensation. In the same manner, if the employer wants to dispense with the services of the employee, both notice period and compensation clauses apply to employer.

   4.3. Notwithstanding anything to the contrary contained herein, the Company shall be entitled to forthwith terminate your appointment without any notice or payment of any kind whatsoever in lieu of notice or otherwise in case of:

      4.3.1. Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part of the breach of any of the terms, conditions and stipulations contained herein.

4.3.2. The reconstruction or amalgamation of the Company whether by winding up of the Company or otherwise.

5. Any information provided to the company in the application for job or during your employment was found wrong and you have intentionally provided wrong information.

6. You will be governed by the Policies of the company as may be applicable to you from time to time.

7. You are liable to be transferred from one job to another job or from one department to another department or from one establishment to another establishment if required by the Management. You shall do such other work, which will be assigned to you by the Management from time to time. Any such changes in assignment or transfer will not automatically entitled to any additional remuneration, allowance, compensation, or other sum in respect thereof.

8. It is also expressly agreed to by and between us that the Company shall be entitled to loan or transfer your services, provisionally for any duration or permanently, wholly or partly to any Company which is or at the material time may be an associate, affiliate, successor, assigns or subsidiary or principal contractor to, or the latter having a controlling interest in the said company.

9. Before proceeding on an overseas assignment, you will be required to give the company, a written undertaking for dedicated services to the client, completing the work/project assigned and timely return to resume work in India. The details of such assignments including reimbursement of necessary expenditure will be communicated to you before your proceeding on such assignments.

10. While serving the Company, you shall give and devote the whole of your work day exclusively to your duties with the Company and shall not engage yourself, directly or indirectly without prior consent in writing of the Company with or without remuneration in any trade, business, occupation, employment, service or calling which is similar to or the same as that carried out by the Company nor shall you undertake any activities which are contrary to or inconsistent either with your duties and obligations under this appointment or with the Company's interests.

11. This is a position of continuous responsibility and does not entail payment of extra time or overtime.

12. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions in India or abroad. You will diligently and beneficially, take part in such training and assignment. In such event, you will continue to serve the company after such training, for a minimum period as may be stipulated.

13. You shall not, at any time during the continuance or after the termination of your employment hereunder, divulge either directly to any person, firm or Company or use for yourself or another any knowledge, information, formulae, processes, methods, compositions, ideas or documents, concerning the business and affairs of the company or any of its dealings, transactions or affairs which you may acquire the company or any of its dealings, transactions or affairs which you may acquire or have to your knowledge during the course of and incidental to your employment.

14. All programs, system logins, manuals, literatures etc. developed by you while in company service will always be deemed to be the sole property of the company. Also, the company would, always have the sole proprietary right in any new system which you may develop while in company's service.

15. You shall obtain written permission from your immediate supervisor, as per the company policies, for any studies giving full details of examination and duration. While following studies, the duties and accountabilities of your job will not be compromised and the demand arising out of work will prevail over.
16. For this clause, the expression "The Company" shall in addition to Athena Executive Search & Consulting Pvt. Ltd., mean and include any firm, person or Company subsidiary to or affiliated to with Athena Executive Search & Consulting Pvt. Ltd.

17. If any declaration given or furnished by you to the company in any document submitted for employment proves to be false or if you have willfully suppressed any material information, you will be liable to be terminated without notice.

18. We request you to produce a proof of age, relieving letter from the previous employers, educational certificates, 3 passport size photographs and proof of last drawn salary with a true copy of the same for our records.

19. You are advised to keep all original certificates and passport with you all the time to enable you to produce the same at short notice, if required for visa processing purposes.

20. This letter is governed by and shall be construed in accordance with the laws of India, and both parties to this letter shall submit to the exclusive jurisdiction of the Indian courts. This letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the company. Any amendment or modification to this letter shall be made in writing and signed by both the parties

21. As substantial amount of technical and other information will be obtained by you or will be available to you, you will appreciate that any information so obtained must not be communicated directly or indirectly to any person, firm or company. You will therefore be agreed to sign a Secrecy Agreement of Non-Disclosure / Confidentiality and a Non-compete agreement.

Please confirm your acceptance of this appointment by signing and returning the enclosed duplicate copy of this letter.

We duly hope that you will accept this offer, and this will be a significant step towards a mutually beneficial relationship. We look forward to you joining us and creating value.

For and on behalf of
Athena Executive Search & Consulting Pvt. Ltd.

Bhavishya Sharma

Bhavishya Sharma

Managing Director

<u>Acceptance:</u>

I have read and understood and accepted the terms and conditions of employment. As desired, I will join the company's services w.e.f. **May 2022** or earlier.

Nivedita

Signature: Name: Nivedita Naina

Date: 03-11-2021 Place: Gurgaon

ANNEXURE-I TO THE OFFER OF APPOINTMENT

Designation: Research Associate
Location: Gurgaon, Haryana
Date of Joining: On May-22

Compensation plan post the probation period*.

Earning				Deductions	
Sr. No.	**Components**	**Monthly (INR)**	**Annual (INR)**	**Component**	**Monthly (INR)**
1.	Basic Pay	13,000/-	1,56,000/-	PF Contribution	1,560/-
2.	HRA	6,500/-	78,000/-		
3.	Special Allowance	10,607/-	1,27,284/-		
4.	Annual Bonus		1,20,000/-		
	Total	**30,107/-**	**4,81,284/-**	**Total**	**1,560/-**
Gross Income (INR)					**28,547/-**
Annual CTC 4,80,000 + Employer's PF Contribution					**5,00,004/-**

Compensation plan during the probation period* (0-3) month.

Earnings			Deductions	
Sr. No.	**Components**	**Monthly (INR)**	**Component**	**Monthly (INR)**
1.	Basic Pay	12,000/-	PF Contribution	1,440/-
2.	House Rent Allowance	6,000/-		
7.	Retention Bonus**	10,050/-		
	Total	**28,050/-**	**Total**	**1,440/-**
Gross Income (INR)				**26,610/-**

** Ideally the probation period is defined as the first 90 days post the candidate joining. However, if the firm evaluates the candidate's performance to be exceptional, the probation period can be terminated or extended anytime and converted into a full-time permanent engagement.*

*** Retention Bonus-* ***In case the candidates decide to leave the company within 15 months from the date of joining, the candidate will be required to return the entire amount of retention bonus to the firm.***

DELOITTE (OFFICES OF THE US)

Deloitte.

Deloitte Consulting India Private Limited | July, 2021

List of selected candidates

Dear Team,

Thank you for participating in the 2021 Deloitte Campus Recruitment process.

On behalf of Deloitte, we would like to thank you for all your support and collaboration.

As a follow-up to the **39 offers communicated verbally**, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 27th July 2021.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Best regards,
Dhwani

SVC- Final Selects .XLSX

File Edit View Insert Format Data Tools Help Last edit was o

S.NO	First Name	iddle Nam	Last Name	Email ID
1	Abhigyan		Bhasin	abhigyanbhasin8037@gmail.com
2	Aditya		Aggarwal	aditya.aggarwal06@gmail.com
3	Amar		Singhal	asingal99@gmail.com
4	Anant		Jindal	anantjindal07@gmail.com
5	Ananya		Chawla	ananyachawla19@gmail.com
6	Anchal		Kansal	anchal02kansal@gmail.com
7	Aryaman		Seth	aryamansethsvc@gmail.com
8	Aryan		Tandon	tandon.aryan08@gmail.com
9	Aviral		Agarwal	aviral1211@gmail.com
10	Chhavi		Kapoor	chhavi.k50@gmail.com
11	Garima		Sethi	sethigarima41@gmail.com
12	Geetesh		Kumar	geeteshk2001@gmail.com
13	Govind		Goyal	govindgoyal1239@gmail.com
14	Himanshu		Matta	himanshumatta2607@gmail.com
15	jahnvi		lakhanpal	jahnvilakhanpal@gmail.com
16	Jessica		NA	jessray246@gmail.com
17	Karnika		Pagaria	karnika.pagaria@gmail.com
18	Khushi		Bansal	khushibansal1110@gmail.com
19	KOMAL		AGARWAL	komalagg2001@gmail.com
20	lahima Kau	Kaur	Bajaj	mahimasvc@gmail.com
21	Manan		Gupta	manangupta2905@gmail.com
22	Manish		Rohilla	manishrohila2222@gmail.com
23	Melvin		Mathew	melvin.m.3003@gmail.com
24	Muskan		Sehgal	muskan.128@gmail.com
25	Namya		Chugh	namyachugh2608@gmail.com
26	Narayan		Sharma	narayansharma1904@gmail.com
27	Navjyot		singh	navjyobadwal72@gmail.com
28	lavya Simran		Chhabra	navyachhabra@gmail.com
29	pranav		mehta	pranavmehta.official@gmail.com
30	Pranjul		Aggarwal	pranjul.svcpcell@gmail.com
31	Rishika		Gupta	rishika.svcpcell@gmail.com
32	Sanskar		Sharma	sanskar.sh1412@gmail.com
33	sHRESTHA		Khandelwa	shrestha2503@gmail.com
34	shreya		katiyar	shreya.katiyar4201@gmail.com
35	Vatsal		Jain	vatsal.modernite@gmail.com
36	Vinayak		Gandhi	vinayak.gandhi708@gmail.com
37	Ishita		Patnaik	patnaik.ishita@gmail.com
38	Sandra		Francis	ndra.srivenkateswaracollege@gmail.com
39	PARTH		BAHL	parth27bahl@gmail.com

DELOITTE INDIA

Arora, Gunika 25 Jul

to Mihir, me, tisha.svcpcell@...

From	Arora, Gunika • guniarora@deloitte.com
To	Mihir Chandna • mihir.svcpcell@gmail.com
Cc	placement@svc.ac.in tisha.svcpcell@gmail.com
Date	25 Jul 2022, 3:11 pm
	Standard encryption (TLS). See security details

Hi Mihir,

As discussed, the below two candidates have been shortlisted for Audit Analyst role.

- Harsh Gupta
- Akshit Gupta

Regards

Gunika

DHWANI RURAL INFORMATION SYSTEMS

2:16 PM

Navvya Agarwal 11 Feb

to Tannu, Sunandan, Shobhit,...

Dear Ma'am,

Greetings from the Placement Cell!

It was a pleasure to have **Dhwani Rural Information Systems** recruit students from our campus this year. We are honoured to receive **1** offer from your esteemed organisation. Mehak Bhatia, B. Sc. (H) Maths

I also appreciate the time invested by your team in interacting with all the other applicants.

As we come to the end of a successful recruitment drive, I request you to fill out the following **feedback form** to help us facilitate the recruitment process better: https://goo.gl/VMvmGR

We look forward to hosting you the next year, with a promise of resolving all the shortcomings that were present this year.

Our institution values this association and looks forward to strengthening its association with **Dhwani Rural Information Systems** in the coming years.

Please contact me in case you have any other opportunities to offer in the future.

Regards,
Navvya Agarwal
(+91-9354131799)
Placement Coordinator
Sri Venkateswara College
University of Delhi

On Wed, 19 Jan 2022 at 13:28, Gitesh Aggarwal <gitesh.aggarwal@dhwaniris.com> wrote:

EXL SERVICE

Ruchika Parashar
to Medha, me

Hi Medha,

PFB the names of selected students:

Shaurya Jain
Soumya
Ishika Srivastava

On-hold Candidates
Akshit
Ananya

Regards
Ruchika

Ruchika Parashar <Ruchika.Parashar@exlservice.com>
to me

Hi Team,

Please find attached herewith the job description for your reference.

Compensation Proposal Offered: 3.8L Fixed + 15% Annual Bonus + 50K to be paid post 12 months completion with a clawback of an year

Location: Noida & Gurgaon

Specifications:

- Students should have MS Teams installed in their respective laptops.
- Stable internet connection

Regards
Ruchika

EY GDS

Harmeet Kaur <Harmeet.Kaur2@gds.ey.com>
to Navya, me, pranjul.svcpcell@gmail.com, Kaustuv, S

Hi Navya,

Find below the selected candidate at EY GDS. We will share the LOI in few weeks.

Name	Email ID	Mobile number	Stream	College	Offered GDS location
Palak Jain	jnpalak918@gmail.com	8586851652	B.Sc. (H) Statistics	Sri Venkateshwara College	Noida

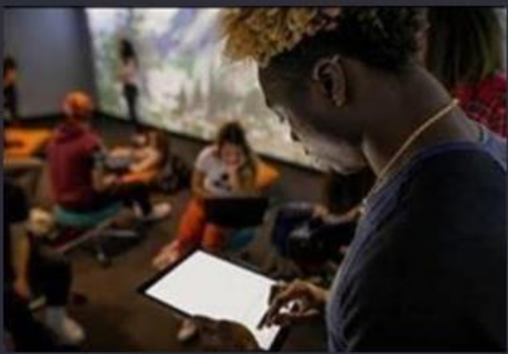
Hi Team,

We would like to thank you for your support and your college's continued association with our campus hiring efforts. We are happy to invite you to participate in our campus placement programs and initiatives this year.

EY GDS Campus Placements Brochure

With the EY GDS Campus Placement brochure, you can get an overview of EY GDS. Attached here is a copy of the same.

The exceptional EY experience starts here!



Pre-requisites for applicants

- Eligibility criteria – Should have cleared at least 1 Actuaries exam
  with an aggregate % of 60 and above with no active backlogs
  Passing out batch – 2022
- Job description for the role is attached along this note
- Compensation: **INR 3,50,000 LPA CTC** (Including 5% Variable) + benefits (Gratuity and Insurance)

20-January-2022
Name: Riya Joon
Location: Noida

Sub: Offer Letter for Employment at Escalent Consulting India Private Limited

Dear **Riya,**

We at Escalent Consulting India Pvt. Ltd. are pleased to offer you the role of an **Management Trainee** with our organization. Your all-inclusive annual remuneration on a cost-to-company (CTC) basis shall be **Rs. 450000/- (Rupees Four Lakh Fifty Thousand Only).** Attached on Page 2 is the Annexure.

You are required to join us no later than **TBD.** A detailed appointment letter will be given to you on your first day with us.

You will be on probation for a period of **three (3) months** from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment will be confirmed via a confirmation letter upon your successful completion of the probationary period, unless otherwise communicated to you. Your notice period will be governed as per the terms of your appointment letter.

You shall be required to abide by all of the Company's rules and regulations, including the policies contained in the Associate Handbook and your appointment letter. Please note that the company reserves the right to make changes to the rules, regulations and policies in the Associate Handbook. Kindly confirm your acceptance of this offer and your date of joining latest by **21-January-2022** post which the offer stands null and void.

Once again, welcome to Escalent Consulting India Pvt Ltd and we look forward to working with you.

For Escalent Consulting India Private Limited

Sakshi Gupta

Sakshi Gupta
Vice President-HR

Dated: 20-January-2022

Annexure I
Salary Break - Up

Ms. Riya Joon
Designation: Management Trainee
Location: Noida

Salary Structure	Monthly (In INR)	Yearly (In INR)
Basic Salary	12,837	154,039
HRA	6,418	77,020
Medical Reimbursement	1,250	15,000
Company's contribution to Provident Fund	1,540	18,485
Special Allowance	14,631	175,569
Annual Fixed Pay	36,676	440,112
Mediclaim		9,888
Annual CTC		450,000

For Escalent Consulting India Private Limited

Sakshi Gupta

Sakshi Gupta
Vice President-HR

03-December-2021
Name: Shikhar Mahajan
Location: Noida

Sub: Offer Letter for Employment at Integreon India Pvt. Ltd.

Dear **Shikhar,**

We at Integreon India Pvt. Ltd. are pleased to offer you the role of a **Management Trainee** with our organization. Your all-inclusive annual remuneration on a cost-to-company (CTC) basis shall be **Rs. 4,50,000/- (Rupees Four Lakh Fifty Thousand Only).** Attached on Page 2 is the Annexure.

You are required to join us no later than **TBD.** A detailed appointment letter will be given to you on your first day with us.

You will be on probation for a period of **three (3) months** from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment will be confirmed via a confirmation letter upon your successful completion of the probationary period, unless otherwise communicated to you. Your notice period will be governed as per the terms of your appointment letter.

You shall be required to abide by all of the Company's rules and regulations, including the policies contained in the Associate Handbook and your appointment letter. Please note that the company reserves the right to make changes to the rules, regulations and policies in the Associate Handbook. Kindly confirm your acceptance of this offer and your date of joining latest by **03-December-21** post which the offer stands null and void.

Once again, welcome to Integreon India Pvt Ltd and we look forward to working with you.

For Integreon India Pvt Ltd. d/b/a Grail Insights

Sakshi Gupta

Sakshi Gupta
Vice President-HR

Dated: 03-December-21

Annexure I
Salary Break - Up

Mr. Shikhar Mahajan
Designation: Management Trainee
Location: Noida

Salary Structure	Monthly (In INR)	Yearly (In INR)
Basic Salary	15,000	180,000
HRA	7,500	90,000
Medical Reimbursement	1,250	15,000
Company's contribution to Provident Fund	1,800	21,600
Special Allowance	11,126	133,512
Annual Fixed Pay	36,676	440,112
Mediclaim		9,888
Annual CTC		450,000

For Integreon India Pvt Ltd. d/b/a Grail Insights

Sakshi Gupta

Sakshi Gupta
Vice President-HR

03-December-2021
Name: Raghav Kaamra
Location: Noida

Sub: Offer Letter for Employment at Integreon India Pvt. Ltd.

Dear **Raghav,**

We at Integreon India Pvt. Ltd. are pleased to offer you the role of a **Management Trainee** with our organization. Your all-inclusive annual remuneration on a cost-to-company (CTC) basis shall be **Rs. 4,50,000/- (Rupees Four Lakh Fifty Thousand Only).** Attached on Page 2 is the Annexure.

You are required to join us no later than **TBD.** A detailed appointment letter will be given to you on your first day with us.

You will be on probation for a period of **three (3) months** from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment will be confirmed via a confirmation letter upon your successful completion of the probationary period, unless otherwise communicated to you. Your notice period will be governed as per the terms of your appointment letter.

You shall be required to abide by all of the Company's rules and regulations, including the policies contained in the Associate Handbook and your appointment letter. Please note that the company reserves the right to make changes to the rules, regulations and policies in the Associate Handbook. Kindly confirm your acceptance of this offer and your date of joining latest by **03-December-21** post which the offer stands null and void.

Once again, welcome to Integreon India Pvt Ltd and we look forward to working with you.

For Integreon India Pvt Ltd. d/b/a Grail Insights

Sakshi Gupta

Sakshi Gupta
Vice President-HR

Dated: 03-December-21

Annexure I
Salary Break - Up

Mr. Raghav Kaamra
Designation: Management Trainee
Location: Noida

Salary Structure	Monthly (In INR)	Yearly (In INR)
Basic Salary	15,000	180,000
HRA	7,500	90,000
Medical Reimbursement	1,250	15,000
Company's contribution to Provident Fund	1,800	21,600
Special Allowance	11,126	133,512
Annual Fixed Pay	36,676	440,112
Mediclaim		9,888
Annual CTC		450,000

For Integreon India Pvt Ltd. d/b/a Grail Insights

Sakshi Gupta

Sakshi Gupta
Vice President-HR

03-December-2021
Name: Aarushi Agarwal
Location: Noida

Sub: Offer Letter for Employment at Integreon India Pvt. Ltd.

Dear **Aarushi,**

We at Integreon India Pvt. Ltd. are pleased to offer you the role of a **Management Trainee** with our organization. Your all-inclusive annual remuneration on a cost-to-company (CTC) basis shall be **Rs. 4,50,000/- (Rupees Four Lakh Fifty Thousand Only).** Attached on Page 2 is the Annexure.

You are required to join us no later than **TBD.** A detailed appointment letter will be given to you on your first day with us.

You will be on probation for a period of **three (3) months** from your date of joining, which period may be either extended or reduced at the sole discretion of the Company based on your performance. Your employment will be confirmed via a confirmation letter upon your successful completion of the probationary period, unless otherwise communicated to you. Your notice period will be governed as per the terms of your appointment letter.

You shall be required to abide by all of the Company's rules and regulations, including the policies contained in the Associate Handbook and your appointment letter. Please note that the company reserves the right to make changes to the rules, regulations and policies in the Associate Handbook. Kindly confirm your acceptance of this offer and your date of joining latest by **03-December-21** post which the offer stands null and void.

Once again, welcome to Integreon India Pvt Ltd and we look forward to working with you.

For Integreon India Pvt Ltd. d/b/a Grail Insights

Sakshi Gupta

Sakshi Gupta
Vice President-HR

Dated: 03-December-21

Annexure I
Salary Break - Up

Ms. Aarushi Agarwal
Designation: Management Trainee
Location: Noida

Salary Structure	Monthly (In INR)	Yearly (In INR)
Basic Salary	15,000	180,000
HRA	7,500	90,000
Medical Reimbursement	1,250	15,000
Company's contribution to Provident Fund	1,800	21,600
Special Allowance	11,126	133,512
Annual Fixed Pay	36,676	440,112
Mediclaim		9,888
Annual CTC		450,000

For Integreon India Pvt Ltd. d/b/a Grail Insights
Sakshi Gupta

Sakshi Gupta
Vice President-HR

INCEDO

Ref No: II/OL/ 109313

Date:31 Jan 2022

Bhavya Gupta
29 E Desu Road, Ward No 1, Mehrauli,
South Delhi, Mehrauli, Delhi 110030

LETTER OF APPOINTMENT

Dear Bhavya Gupta

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you letter of appointment with Incedo as per the below terms and conditions.

Department	:Talent Acquisition
Band/Grade	:2B
Designation	:Executive
Location	:Gurugram
Cost to Company	:Your cost to company will be **Rs.350000.00 (Rupees Three Lakhs Fifty Thousand Only)/- per annum.**

This appointment will commence from your date of joining i.e., on or before **July 2022** provided that you indicate your acceptance within Fifteen (15) days from the date of this letter of appointment. In case, you have any objection to the terms and conditions of this letter (refer Annexure B for details), we advise you to discuss the same with us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same.

As we progress further, our HR team will assist you with the pre-joining formalities which includes submission of mandatory documents for seamless onboarding. Please refer Annexure C for details.

Sincerely,

FOR INCEDO TECHNOLOGY SOLUTIONS LIMITED
(Wholly Owned Subsidiary of Incedo Inc.)

AUTHORIZED SIGNATORY

HUMAN RESOURCES

ANNEXURE A : COMPENSATION BREAKUP

incedo

Details	Monthly	Annually
Basic Pay	14,584	175,008
Statutory Bonus	1,458	17,496
HRA	7,292	87,504
Supplementary Allowance	4,033	48,392
Gross Salary	**27,367**	**328,400**
Provident Fund *(Employer Contribution)*	1,800	21,600
Cost to Company (CTC)		**350,000**

Note:

1) Your salary is strictly confidential, and you should not disclose it to anyone without prior permission of the Company in writing.
2) The amount of performance bonus is indicative and shall be finally determined entirely at the behest of Incedo management discretion on factors such as your performance, performance of business unit you are part of, Company overall performance and macro-economic factors impacting Incedo from time to time. You should be active on the payrolls of the Company on the date of disbursal to be eligible to receive bonus.
3) Your salary and other benefits, if any, shall be subject to the deductions of all Government and local taxes, contribution(s), etc. as required to be made under the prevailing laws of India and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the Company and all other matters as governed by the Company policy.
4) Your contribution towards EPF is mandatory.
5) Your eligibility and the final pay out of any gratuity amount will be determined as per the Payment of Gratuity Act.
6) You and your family (Spouse and upto 3 children) are covered under the Group Mediclaim Insurance Policy through Star Health & Allied Insurance Co. Ltd. Total sum insured is Rs. 5,00,000/- (Rupees Five Lakhs Only) per family. In addition, you can cover your parents/parent's in-law in this family floater policy by paying premium as per the defined guidelines. For parents, the sum insured is capped at Rs. 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only). Details w.r.t. enrolment will be shared post your joining.
7) You are covered under the Group Personal Accident Insurance Policy through The New India Assurance Company Limited. Total sum insured is Rs.5,00,000/- (Rupees Five Lakhs only).
8) You are covered under the Group Term Life Insurance Policy through ICICI Prudential Life Insurance Company Limited. Total sum insured is 1.5 times of annual fixed salary or Rs.1,00,00,000/- (Rupees 1 Crore only), whichever is lower.
9) In the event of cessation of employment for any reason prior to completion of eighteen months (18) work experience with the Company, Company reserves a right to deduct OR demand any other amount paid to you; OR reimbursed to you; OR spent on your behalf or has been committed to any third party under partial OR non-refundable provision, in excess to the agreed compensation between you and Incedo under any agreement.

I have read and understood and do hereby agree to abide by the terms and conditions of this letter of appointment.

SIGNATURE OF EMPLOYEE

KPMG INDIA

Nadia Samad
Gurgaon

26 Aug 2021

Dear Nadia,

We are pleased to offer you the position of **Analyst.**

Your annual gross salary inclusive of allowances will total to Rs.350000 (Rupees Three Lakh fifty thousand only). In addition, you will be entitled to a performance bonus as per the Firm's compensation policy. All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual.

Your employment will be subject to the background checks conducted by us and is conditional upon the successful completion of the course that you are currently undergoing. The terms and conditions of your employment will be as stated in the employment contract (which will be handed over to you on the date of your joining) and the staff manual and any subsequent amendments thereto. Please see the attached FAQ's to help you understand the independence requirements.

This offer is contingent on us working together to determine an appropriate date of joining and work location (basis business requirements). This offer is valid till **24 Aug 2021**, unless extended in writing by us. You are requested to confirm acceptance of this offer by the date mentioned above. Should we not receive a confirmation from you by the above-mentioned date, the offer will automatically stand withdrawn.

We would like to take this opportunity of welcoming you and wishing you success in your career with us.

Yours sincerely
For KPMG Assurance and Consulting Services LLP

Navneet Prasad
Executive Director – Human Resources

Kruti Mehra
Gurgaon

26 Aug 2021

Dear Kruti,

We are pleased to offer you the position of **Analyst.**

Your annual gross salary inclusive of allowances will total to Rs.350000 (Rupees Three Lakh fifty thousand only). In addition, you will be entitled to a performance bonus as per the Firm's compensation policy. All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

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We would like to take this opportunity of welcoming you and wishing you success in your career with us.

Yours sincerely
For KPMG Assurance and Consulting Services LLP

Navneet Prasad
Executive Director – Human Resources

Isha Bansal
Gurgaon

26 Aug 2021

Dear Isha,

We are pleased to offer you the position of **Analyst.**

Your annual gross salary inclusive of allowances will total to Rs.350000 (Rupees Three Lakh fifty thousand only). In addition, you will be entitled to a performance bonus as per the Firm's compensation policy. All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual.

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This offer is contingent on us working together to determine an appropriate date of joining and work location (basis business requirements). This offer is valid till **27 Aug 2021**, unless extended in writing by us. You are requested to confirm acceptance of this offer by the date mentioned above. Should we not receive a confirmation from you by the above-mentioned date, the offer will automatically stand withdrawn.

We would like to take this opportunity of welcoming you and wishing you success in your career with us.

Yours sincerely
For KPMG Assurance and Consulting Services LLP

Navneet Prasad
Executive Director – Human Resources

Ashutosh Shukla
Gurgaon

26 Aug 2021

Dear Ashutosh,

We are pleased to offer you the position of **Analyst.**

Your annual gross salary inclusive of allowances will total to Rs.350000 (Rupees Three Lakh fifty thousand only). In addition, you will be entitled to a performance bonus as per the Firm's compensation policy. All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual.

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This offer is contingent on us working together to determine an appropriate date of joining and work location (basis business requirements). This offer is valid till **24 Aug 2021**, unless extended in writing by us. You are requested to confirm acceptance of this offer by the date mentioned above. Should we not receive a confirmation from you by the above-mentioned date, the offer will automatically stand withdrawn.

We would like to take this opportunity of welcoming you and wishing you success in your career with us.

Yours sincerely
For KPMG Assurance and Consulting Services LLP

Navneet Prasad
Executive Director – Human Resources

Anisha Bansal
Gurgaon

26 Aug 2021

Dear Anisha,

We are pleased to offer you the position of **Analyst.**

Your annual gross salary inclusive of allowances will total to Rs.350000 (Rupees Three Lakh fifty thousand only). In addition, you will be entitled to a performance bonus as per the Firm's compensation policy. All payment shall be subject to deduction of taxes as applicable from time to time.

The break-up of your fixed salary will be as follows:

- Fifty percent is Basic
- In addition to the basic salary referred above as part of Cost to Company (CTC), you shall be entitled to allowances and Employers Contribution to Provident Fund.

Upon joining you would be required to structure allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual.

Your employment will be subject to the background checks conducted by us and is conditional upon the successful completion of the course that you are currently undergoing. The terms and conditions of your employment will be as stated in the employment contract (which will be handed over to you on the date of your joining) and the staff manual and any subsequent amendments thereto. Please see the attached FAQ's to help you understand the independence requirements.

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We would like to take this opportunity of welcoming you and wishing you success in your career with us.

Yours sincerely
For KPMG Assurance and Consulting Services LLP

Navneet Prasad
Executive Director – Human Resources

LBF TRAVEL

From: **sakshi** <sakshi@lbftravel.com>
Date: Thu, Mar 3, 2022, 10:16 PM
Subject: List of Shortlisted Candidate
To: soumyaj.svcpcell@gmail.com <soumyaj.svcpcell@gmail.com>
Cc: Swati <swati@lbftravel.com>, HRindia <hrindia@lbftravel.com>

Hi Soumya,

Please find below the detail of candidate who got shortlisted in campus drive.

S.No	Name	Mobile No.	Email ID's	Salary Offered	Date Of Joining	Joining Branch
1	Priyanka Suri	8368751858	priyanka.suri4@gmail.com	3,00,000 – 3,60,000 LPA	18-Jul-2022	Delhi / Dehradun

Let us know if in case you have more student who want to apply for the same profile. We can conduct one more drive at our campus.

Thank You for extending your support in our hiring process. Looking forward to a fruitful association with your University. For any further queries feel free to reach me.

Thanks & Regards

cid:image001.png@01D78246.331F4D50

Sakshi Verma | Executive |Human Resource Department
Plot No 10-A, Ist Floor, Najafgarh Road, Moti Nagar Delhi -110015 I Landmark : Near Haldirams
Mob no. +91-9650709823 | **Landline** 011-4577700 Ext: 719 | **Email :** sakshi@lbftravel.com

LBF TRAVEL
LOOK · BOOK · FLY

OPRAAH FX

2:17 PM

Simran Chatterjee 26 Apr
to Himanshi, me

Hello,

We have shared the offer letter with Vanshika. Please confirm with the candidate once.

Show quoted text

Placement Cell 15 Jul
to Simran, Himanshi

Dear Ma'am,

It was a pleasure to have **OpraahFx** associate with us for the **Placement Session 2021-22**.

We appreciate the time invested by your team in coordinating and interacting with the students.

In order to help us facilitate the recruitment process better and to get an enhanced understanding of the current industry scenario, we request you to fill the following **feedback form:** https://bit.ly/3I6UciJ

Our institution values this association and we look forward to hosting you for the upcoming **Placement Session 2022-23**.

Please reach out to us in case of any queries.

Regards,
Ananya Pal
President | The Placement Cell

PHRONESIS PARTNERS

P

Pooja Sutradhar 10 Feb
to Sandra, me

Hi Sandra,

Mehak & Shweta have been shortlisted for the final offer.

Please confirm at the earliest.

Regards

Pooja

Show quoted text

Show quoted text

PwC

Sr No.	Candidate Name	Gender	Final Degree	Final Select	Designation	Compensation (INR)
1	Mishthi Arora	Female	Bachelor	Select	Analyst	3,30,000 pa
2	Muzakkir Ahmad	Male	B.Com.	Select	Analyst	3,30,000 pa
3	Deepansha Ahuja	Female	B.Com.	Select	Analyst	3,30,000 pa
4	Vaishnavi Sharma	Female	B.Com.	Select	Analyst	3,30,000 pa
5	Dev Bajaj	Male	B.Com.	Select	Analyst	3,30,000 pa
6	Aastha Uniyal	Female	B.Com.	Select	Analyst	3,30,000 pa
7	Aditi Ananya	Female	BA	Select	Analyst	3,30,000 pa
8	Sachika Khurana	Female	Bachelor	Select	Analyst	3,30,000 pa
9	Nitya Bhasin	Female	B.Com.	Select	Analyst	3,30,000 pa

PwC India | Final selects | Sri Venkateswara College | 11 November 2021 External Inbox

Rohit Nair (IN) 11/11/2021

to Ananya, me, Khushi, Shakir...

Hi Ananya,

We are happy to share the list of final selects for Sri Venkateswara College from the campus drive conducted today (11 November 2021). PFA the list for your reference.

Kindly share the acceptance
from the selected students.

We will be sharing the registration link and the LOIs shortly.

A big thank you to you and your team for all the support.

Regards,

Rohit Nair

PwC | Campus Recruitment | Human Capital

Email: rohit.y.nair@pwc.com | Mobile: 8585976483

PricewaterhouseCoopers Private Limited

8th Floor, Building 8, Tower B, DLF Cyber City,

Gurgaon – 122022 | Haryana | India

TRAVCLAN

Navya Gogia 23/11/2021
to Himanshi, me, Campus

Hi,

We're glad to tell you that we've selected the following student from your college.

Name	Profile
DISHA GUPTA	Operations

We will be reaching out to them with their offer letters and other details shortly.

Thank you for an eventful drive!

Regards,

Show quoted text

--

Navya Gogia
Finance Team, TravClan

M +91 9311964419
E navya.gogia@travclan.com
W www.travclan.com

glassdoor

WIPRO

APPOINTMENT LETTER

February 11, 2022

Dear Conan Kenaz Sangma,

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.

c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.

d. The retirement age is 58 years.

e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

ANNEXURE III

SALARY OFFER SHEET for Year 1

Name:
Conan Kenaz Sangma

Position:
Financial Analyst

Career Group:
Trainee-Group A

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	8,340
HRA	4,170
Bonus	1,668
Wipro Benefits Plan (WBP)	3,219
Total Fixed Cash	**17,397**
PF (Employer Contribution)	1,387
Gratuity (5.31% of Basic)	443
Total Fixed Compensation	**19,227**
Other Compensation Benefits	
ESI (Employer Contribution)	565
Variable Pay	
Target Variable Pay	1,042
Target Cost to Company per month	**20,834**
Total Cost to Company per annum	**2,50,008**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

a. Your salary offer will be revised on an annual basis provided you attain minimum performance level as per the performance management policy and academic scores as mentioned in clause 11, as per the table below:

Period	Annual Salary
First year	INR 2.5 Lakhs
Second year	INR 3.5 Lakhs (*)
Third year	INR 5.0 Lakhs (*)

*(*)*The increase in compensation at the end of each year of study will be at the discretion of Wipro subject to your satisfactory progress of study, on-the-job performance, acquisition of skills, behavior, regularity and punctuality in attendance for classes and regular work.

February 11, 2022

Dear **Aashi Vashista**,

Congratulations! We are pleased to offer you the position of **Financial Analyst** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 15 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download**.

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your offer letter at the earliest using a desktop/laptop.
Click to Complete

Your Login Information:
Login Name: **vashistaaashi@gmail.com**
(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to
manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

MY CAPTAIN

mycaptain

Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

Date :7th Dec 2021

Dear **Nitika**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

Role: **Business Operations Executive**

Location: Bangalore ,India

Compensation :We confirm offering annual compensation of INR **4,50,000/-**(Four Lakh Fifty thousand only) comprising INR **3,24,000/-** (Fixed Component) & variable component of INR **1,26,000/-**

Probation

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

Benefits

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure.If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,

Anush Ramachandran
Senior HR Manager

mycaptain

Climber Knowledge & Careers Pvt Ltd
3rd Floor, Classic Arena, Hosur Road
AECS Layout - A Block, Singasandra
Bengaluru, Karnataka 560068
CIN: U93000MH2016PTC273870

Email : hr@mycaptain.in
Phone: +91 9513987661

Annexure			
Name	**Nitika**		
Designation	**Business Operations Executive**		
Department	Operations		
Job Location	Bengaluru,Karnataka		
A.	**Fixed Components**	**INR(p.m)**	**INR(p.a)**
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
B.	**Variable Components**		
	Annual Variable Cash		126000
C.	**Deductions**		
	Professional Tax	200	2400
	PF Employee	1800	21600
	Gross Deduction	2,000	24000
(A+B)-C	**Cost to Company**		450000
A-B	**Net Salary Pay**	25000	300000

STUDIO MOSAIC

STUDIO MOSAIC

24th November 2021

Dear Aanchal,

Congratulations! We are delighted to confirm your job appointment with Studio Mosaic. We believe that you will be a valuable asset to our company and will play an important role in our stupendous growth journey. During this association, Studio Mosaic will provide you with a fantastic platform to grow and hone your skills in the space of technology and marketing, especially mobile apps.

On confirmation, you will take up the position of **App Marketing Associate** which would be based out of our office at 2/50, Lower Ground Floor Sarva Priya Vihar, New Delhi. Although, in the current scenario you will be working remotely till we resume office. You will initially be on probation for a period of 3 months. Based on your performance, you will be offered a permanent employment opportunity at the end of your probation period. Your cost to the company (CTC) for the first year of employment shall be **INR 4.2 lacs per annum**, subject to all necessary tax deductions, as applicable.

As a confirmation of acceptance of this offer, please sign the second copy of this letter in the space provided and return it to us, latest by Friday i.e 26th November 2021.

If accepted, you are expected to join us at 10:30 am on or before **1st July 2022,** subject to the successful completion of your college examinations. Your joining date shall be postponed in case your college examinations have not been completed by then.

We look forward to a fulfilling and successful association with you as a valued member of Studio Mosaic.

Regards,

Akhil Chandra
Founder & CEO
Studio Mosaic

ACCEPTED

Aanchal Arora
Date:
Contact No.:

STUDIO MOSAIC

SALARY BREAK UP

	Monthly	Annual
Basic Salary	20,000	2,40,000
HRA	10,000	1,20,000
Special Allowance	5,000	60,000
Total	**35,000**	**4,20,000**

Please note: Your salary beak-up shall be revised after the introduction of EPF (Employee Provident Fund) into the company.

OFFICE TIMINGS

Monday to Friday, 10:30 am to 7pm

TOP HIRE

TopHire

SPSG TopHire Private Limited
Registered Address: 226 Kartik Complex
New Link Road, Andheri W, Mumbai 400053

04th November, 2021

Offer Letter

Dear Shruti Gupta**,**

We are pleased to offer you the position of an **Associate, Talent Acquisition** with SPSG TopHire Private Limited (TopHire)**.** The job location is to be decided (Mumbai, or Bangalore, or WFH)

Your annual CTC will be **Rs. 4,50,000** out of which **Rs. 3,00,000** will be fixed and **Rs. 50,000** will be incentives. Note that the incentives will be paid out on a quarterly basis. **Rs. 1,00,000** will be a fixed retention bonus that will be paid out after the completion of 2 years.

We will keep you informed about your date of joining in the coming weeks, once we have more clarity on your final examination schedule.

Please feel free to contact us with any questions that you may have regarding this offer. Please share the accepted copy of this offer letter within 24 hours.

Yours sincerely,
For TopHire,

Sameer Parwani

Sameer Parwani
Director

Candidate Acceptance

I have read and hereby accept the offer above offer:

Name: ________________________________

Signature: ______________________________

Date: ______________________________

TopHire

SPSG TopHire Private Limited
Registered Address: 226 Kartik Complex
New Link Road, Andheri W, Mumbai 400053

01st November, 2021

Offer Letter

Dear Bhavyaa Aggarwal,

We are pleased to offer you the position of an **Associate, Talent Acquisition** with SPSG TopHire Private Limited (TopHire). The job location is to be decided (Mumbai, or Bangalore, or WFH)

Your annual CTC will be **Rs. 4,50,000** out of which **Rs. 3,00,000** will be fixed and **Rs. 50,000** will be incentives. Note that the incentives will be paid out on a quarterly basis. **Rs. 1,00,000** will be a fixed retention bonus that will be paid out after the completion of 2 years.

We will keep you informed about your date of joining in the coming weeks, once we have more clarity on your final examination schedule.

Please feel free to contact us with any questions that you may have regarding this offer. Please share the accepted copy of this offer letter within 24 hours.

Yours sincerely,
For TopHire,

Sameer Parwani

Sameer Parwani
Director

Candidate Acceptance

I have read and hereby accept the offer above offer:

Name: Bhavyaa Aggarwal

Signature: Bhavyaa

Date: 2nd November, 2021

WIPRO WILP

Prachi Pathak (Huma... 6/12/2021

to me, Najeeb

Wipro | Campus Hiring Update

Dear Academic Partner,

Greetings from Wipro!

Thank you for enabling the fresher recruitment of 2022 non-engineering graduates from your esteemed institution.

We are pleased to confirm the list of final selects in the ongoing WILP 2022 hiring process.

We would like to congratulate the selected candidates and a very successful career ahead!

Kindly note that the shortlisted candidates will receive Letter of Intent (LOI) after authentication process. Issuing the LOIs and offer letters is subject to clearing the audit and document verification.

Please note that at any stage, whether during online test and/or interview process or upon joining the Company, if it is brought to our notice that the candidate is indulged in malpractices or used illegal means to clear online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against candidate as we may deem fit.

Wipro has introduced digitally signed offer letters for technical campus recruits which contains the candidate's photograph. These offer letters can only be downloaded by the respective candidates through the Wipro portal and will not be sent via courier or email.

Please find below the final list of candidates shortlisted from your college.

Superset ID	Candidate Name	Email Id	Phone Number	Course	College Name
1842488	Shameek Phukan	phukanid@gmail.com	9706961908	Statistics	Sri Venkateswara College, Delhi
1842419	Rita Dasuni	ritadasuni2001@gmail.com	6395427770	Mathematics	Sri Venkateswara College, Delhi
1843293	Surabhi Rawat	surabhiraw00@gmail.com	7668898928	Mathematics	Sri Venkateswara College, Delhi

Any additions to the final list will be shared shortly since the process is ongoing.

We sincerely thank you for the support extended to complete the process successfully.

Thanks & Regards,
Prachi Pathak
Campus Fresher Hiring Team
Wipro Limited

WISE FINSERV

Tanya 11/10/2021
to S, me, ritvik.singh, shalvich...

Hi,

Greetings of the day!!

These students have been **Finalised for the Management Trainee** position for the **Batch 2022** in **Wise Finserv**:-

1. Aishwarya Srivastava
2. Deepa Rana
3. Nikhil Aggarwal
4. Punyansh
5. Sarfraj
6. Manisha
7. Pranay
8. Gunjan Gola
9. Binani
10. Vikas Kumar
11. Shambhavi
12. Diya

Please feel free to contact me if you have any queries.

WISHFIN

Dear Jatin,
Congratulations to be an Enabler (as a part of Wishfin)!

With reference to your candidature and subsequent discussions you had with us, We are really impressed with your background and would love to formally offer you a position of **" Assistant Relationship Officerat "Wishfin"** and want you to join us on or before **July 19th,2022** in our Noida office.
We trust that your knowledge and skills will be valuable assets for the organization and your experience will lead us in setting new benchmarks in the Industry.

Please find below your proposed compensation structure and reach us in case you have any queries by **July 15th, 2022**otherwise, please provide us your acceptance on offer mail as early as possible as discussed over the call and the following documents on or before **July 15th, 2022**, further to initiate the process of joining.

Salary Structure (In INR)		
Designation - Business Development Executive		
Components	**Monthly**	**Annual**
Basic Salary	10,900	130800
HRA	5450	65400
Bonus	832	9984
Medical	1250	15000
Special allowance	1768	21216
Conveyance Allowance	1600	19200
Gross Total (A)	**21800**	**261600**
Less PF:	1800	21600
Less ESIC.	0	0
Net in Hand Salary	**20000**	240000
Retirals (B)		
Performance Linked Variable(to be given annually)		**100000**
Employer's Contribution		

Dear Himanshi,
Congratulations to be an Enabler (as a part of Wishfin)!

With reference to your candidature and subsequent discussions you had with us, We are really impressed with your background and would love to formally offer you a position of **" Assistant Relationship Officer at "Wishfin"** and want you to join us on or before **July 18, 2022** in our Noida office.
We trust that your knowledge and skills will be valuable assets for the organization and your experience will lead us in setting new benchmarks in the Industry.

Please find below your proposed compensation structure and reach us in case you have any queries by **July 15 2022** otherwise, please provide us your acceptance on offer mail as early as possible as discussed over the call and the following documents on or before **July 15th, 2022**, further to initiate the process of joining.

DESIGNATION: **Assistant Relationship Officer**		
Salary Components	**Monthly In Rs.**	**Annual In Rs.**
Basic Salary	9985	119820
HRA	5504	66048
Bonus	832	9984
Special allowance	0	0
Gross Total (A)	**16321**	195852
Less PF:	1198	14376
Less ESIC.	123	1476
Net in Hand Salary	**15000**	180000
Annual Bonus* (B)		
Performance Linked Variable(to be given annually)		**1,00,000**
Employer's Contribution in P.F.	1298	15576
ESIC	531	6372
CTC (A)+(B)	**18150**	3,17,800

Note: Any Personal Tax liability arising out of compensation will be

ARTICLESHIPS

BOBBY PARIKH & ASSOCIATES

Bobby Parikh Associates

701, Ceejay House, Shiv Sagar Estate
Dr. Annie Besant Road, Worli, Mumbai 400018

T +91 22 6263 6000

March 4, 2022

Sujeet Sahani
Siwan, Patna
Bihar

Dear Sujeet,

We are pleased to offer you a position as a trainee with Bobby Parikh Associates (the "**Firm**") effective from April 30, 2022.

You have confirmed that you shall be exclusively attending to matters of our clients referred by us to you and shall maintain complete confidentiality on issues that may come to your knowledge in the course of attending to matters you will be handling. We shall separately request you to sign a document for adhering to issues related to client confidentiality.

As agreed, you shall be paid:

(a) An annual stipend of Rs 3,60,000 payable in 12 equal monthly installments, at the end of the month. The stipend shall be payable from the date of joining which shall be on or before June 1, 2022.

(b) An incentive as per our discretion, if you have rendered exceptionally high-quality services.

(c) Reimbursement of actual expenses for visiting clients' locations, income-tax offices, Courts or Tribunals and other client related expenses against supporting vouchers and as per the Firms policy.

Income-tax shall be deducted as applicable from the amounts payable to you.

You agree to diligently use all efforts to protect and maintain the reputation of the Firm and its clients and you agree not to engage in conduct which is unlawful or damaging to the goodwill, reputation or public image of the Firm and/or its clients whether such clients are past, present or future.

LOVELOCK & LEWES

14:58

Congratulations on your Selection!!

Inbox

Neelima Robe... 20 Apr

to me, Priyanka

From	Neelima Robert Lobo TPR (IN) • neelima.robert.lobo.tpr@pwc.com
To	radhika.jindal32001@gmail.com
Cc	Priyanka Choudhary (IN) • priyanka.c@pwc.com
Date	20 Apr 2022, 20:19
	Standard encryption (TLS). See security details

Dear Candidate,

Congratulations!!

It is my pleasure to offer you the position of an Intern/Trainee (Article) at our company! Our team

99+

Ishita Nakra

---------- Forwarded message ---------
From: **Neelima Robert Lobo TPR (IN)**
<neelima.robert.lobo.tpr@pwc.com>
Date: Thu, Apr 7, 2022, 20:05
Subject: Congratulations on your Selection!!
To:
Cc: Priyanka Choudhary (IN) <priyanka.c@pwc.com>

Dear Candidate,

Congratulations!!

It is my pleasure to offer you the position of an Intern/Trainee (Article) at our company! Our team was extremely impressed by you during the interview process, and we are excited to have you join the company. We believe your skills and experience will make an excellent addition to the **Statutory Audit** team, Gurgaon.

Additionally, I would like to inform you that we are working on your Offer letter and soon we will be extending it.

Please revert with your acceptance and acknowledgement upon receipt.

Thanks,

Thanks & Regards,
Neelima Lobo | Talent Acquisition
Email: neelima.robert.lobo.tpr@pwc.com
PricewaterhouseCoopers Private Limited

Himanshi Asrani 20 Apr
to Priyanka, me, ishitan.svcpc...

Dear Ma'am,

Greetings from the Placement Cell!

It was a pleasure to have **Lovelock & Lewes** recruit articles from our campus this year. We are honoured to receive **2** offers from your esteemed organisation.

I also appreciate the time invested by your team in interacting with all the other applicants.

As we come to the end of a successful recruitment drive, I request you to fill the following **feedback form** to help us facilitate the recruitment process better: https://goo.gl/VMvmGR

We look forward to hosting you the next year, with a promise of resolving all the shortcomings that were present this year.

Our institution values this association and looks forward to strengthening its association with **Lovelock & Lewes** in the coming years.

Please contact me in case you have any other opportunities to offer in future.

Regards,
Himanshi Asrani
(+91-8107898002)
Placement Coordinator
Sri Venkateswara College
University of Delhi

RSM INDIA

hr.chennai@rsmindia.in
to Navya, me, ishitan.svcpcell, Kumaran

Dear Navya,

Refer to the below trail mail, Mr. Paritosh has been selected for the position of Article Assistant in our organization. He will be joining from April end. So, kindly confirm and do the needful.

Thanks in advance.

Thanks & Regards,

HR – Department

RSM Astute Consulting (Chennai) Pvt. Ltd.
"Apex Towers" 2nd Floor, No.54 (Old No.42), Second Main Road, R.A.Puram, Chennai - 600 028.
Tel.: +91 44 4204 5770 / 71 /72 **Cell**: +91 9500077144 | **Ext:** 113 | **Web**: www.rsmindia.in

SHINEWING

Fwd: Selection for Articleship II Sri Venkateshwara College External Inbox x offer letters (2022 batch) x

S Skanda <skanda.svcpcell@gmail.com> Sat, 12 Feb, 15:28
to me, ishitan.svcpcell

---------- Forwarded message ---------
From: **Aakriti Budhiraja** <aakriti.budhiraja@sw-india.com>
Date: Sat, 12 Feb 2022, 3:19 pm
Subject: Selection for Articleship II Sri Venkateshwara College
To: radhika.jindal32001@gmail.com <radhika.jindal32001@gmail.com>
Cc: Deepak Avasthy <deepak.avasthy@sw-india.com>, Shireen Dua <shireen.dua@sw-india.com>, Saurrav Sood <saurrav.sood@sw-india.com>, Nishant Aggarwal <nishant.aggarwal@sw-india.com>, S Skanda <skanda.svcpcell@gmail.com>

Dear Radhika,

Greetings of the day!

Congratulations on your selection, we are delighted to offer you the position of 'Articled Assistant' in our organisation.

On joining, contact Vivek Singh (vivekkumar.singh@sw-india.com) for completing the joining formalities regarding email ID and submission of articleship registration related documents.

Joining Day & Date:	**Thursday – April 28, 2022**

On your joining day, kindly contact the undersigned for further information on your role/any discrepancy:

Deepak Avasthy

Assistant Manager, Direct Tax

+91 9899846998

Shireen Dua

Executive, Direct Tax

+91 9818517071

Looking forward to a long lasting & fruitful association

Warm Regards,
Aakriti Budhiraja | **Executive Marketing & Business Promotions**
Mobile: +91 9711208537; **Phone:** +91 124 414 0022, 422 2969

Office: I Floor, AIHP Palms, Plot No. 242 – 243, Udyog Vihar – Phase IV, Gurugram - 122015.
Website: www.sw-india.com
Our Offices: Gurugram | Mumbai | Hyderabad | Bangalore | Pune | Amritsar | Chandigarh |

Fwd: Selection for Articleship II Sri Venkateshwara College External Inbox x offer letters (2022 batch) x

S Skanda 21:36 (0 minutes

to me

---------- Forwarded message ---------
From: **Aakriti Budhiraja** <aakriti.budhiraja@sw-india.com>
Date: Mon, Mar 7, 2022 at 11:19 AM
Subject: Selection for Articleship II Sri Venkateshwara College
To: bittooboss0708@gmail.com <bittooboss0708@gmail.com>
Cc: Shireen Dua <shireen.dua@sw-india.com>, Deepak Avasthy <deepak.avasthy@sw-india.com>, Saurrav Sood <saurrav.sood@sw-india.com>, Nishant Aggarwal <nishant.aggarwal@sw-india.com>, S Skanda <skanda.svcpcell@gmail.com>

Dear Lakshay,

Greetings of the day!

Congratulations on your selection, we are delighted to offer you the position of 'Articled Assistant' in our organisation.

On joining, contact Vivek Singh (vivekkumar.singh@sw-india.com) for completing the joining formalities regarding email ID and submission of articleship registration related documents.

Joining Day & Date:	**Thursday – April 28, 2022**

On your joining day, kindly contact the undersigned for further information on your role/any discrepancy:

Deepak Avasthy

Assistant Manager, Direct Tax

GRANT THORNTON

Joining Formalities

Samir Dhan <Samir.Dhan@walkerchandiok.in> 8 March 2022 at 19:39
To: "ishitanakra01@gmail.com" <ishitanakra01@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Ishita,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

✓ Photocopy of all educational documents should be attested by any CA/Principal of any Govt. Notary.

- IPCC both groups marksheets
- 10th and 12th marksheets & passing certificate
- Orientation & ITT certificate
- Graduation marksheets
- CPT marksheet

✓ 4 formal passport size photographs

✓ Copy of resume

✓ Photocopy of professional documents (CA related)

✓ 2 copies of ID proof (passport details / license / voter id)

✓ 2 copies of PAN Card/ PAN Number (Very important)

You are also requested to provide the following details for making the necessary arrangements for your joining:

1. As the Firm's policy, email id would be created using First and Last name of Employee/Trainee, hence E mail ID would be firstname.lastname@in.gt.com. If there is any change required in this, you need to provide us your preferred email id as a reply to this email, otherwise, by default, the system will generate the email id as per the Firm's policy.

2. Scanned Copy of your Photograph

3. Blood Group

4. Emergency Contact No. (not your own!)

5. Your Family details (occupation of your parents & details of other family members)

6. Your Hobbies

You need to provide the above mentioned details to Divya Sethi at Divya.Sethi@IN.GT.COM soon after receiving this email.

Please feel free to contact us for further clarifications.

Thanks & Regards,

Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP
21st Floor, DLF Square, Jacaranda Marg, DLF Phase II, Gurgaon - 122002

Joining Formalities

1 message

Samir Dhan <Samir.Dhan@walkerchandiok.in> Tue, Mar 8, 2022 at 7:39 PM
To: gupta.ag1101@gmail.com <gupta.ag1101@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, Deepak Kumar (People&Culture) <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Aakanksha,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

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Please feel free to contact us for further clarifications.

Thanks & Regards,

Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP

Joining Formalities

Samir Dhan <Samir.Dhan@walkerchandiok.in> 8 March 2022 at 19:39
To: "s31ankit@gmail.com" <s31ankit@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Ankit,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

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Please feel free to contact us for further clarifications.

Thanks & Regards,

Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP

Joining Formalities

1 message

Samir Dhan <Samir.Dhan@walkerchandiok.in> Tue, 8 Mar, 2022 at 7:39 PM

To: devk0951@gmail.com <devk0951@gmail.com>

Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, Deepak Kumar (People&Culture) <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Tanmay,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

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Thanks & Regards,

Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP
21st Floor, DLF Square, Jacaranda Marg, DLF Phase II, Gurgaon - 122002
M +91 98112 08664 | T +91 11 4278 7070 | E Samir.Dhan@IN.GT.COM

Joining Formalities

1 message

Samir Dhan <Samir.Dhan@walkerchandiok.in> Tue, 8 Mar 2022 at 19:39
To: kesarwaniharshitkumar2001@gmail.com <kesarwaniharshitkumar2001@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, Deepak Kumar (People&Culture) <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Harshit,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

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Walker Chandiok & Co LLP

Joining Formalities

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To: "aggarwalishi2001@gmail.com" <aggarwalishi2001@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Ishita,

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Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP
21st Floor, DLF Square, Jacaranda Marg, DLF Phase II, Gurgaon - 122002

Joining Formalities

Samir Dhan <Samir.Dhan@walkerchandiok.in> Tue, Mar 8, 2022 at 7:39 PM
To: "parnikasharma.sharma@gmail.com" <parnikasharma.sharma@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Parnika,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

✓ Photocopy of all educational documents should be attested by any CA/Principal of any Govt. Notary.

- IPCC both groups marksheets
- 10th and 12th marksheets & passing certificate
- Orientation & ITT certificate
- Graduation marksheets
- CPT marksheet

✓ 4 formal passport size photographs

✓ Copy of resume

✓ Photocopy of professional documents (CA related)

✓ 2 copies of ID proof (passport details / license / voter id)

✓ 2 copies of PAN Card/ PAN Number (Very important)

You are also requested to provide the following details for making the necessary arrangements for your joining:

1. As the Firm's policy, email id would be created using First and Last name of Employee/Trainee, hence E mail ID would be firstname.lastname@in.gt.com. If there is any change required in this, you need to provide us your preferred email id as a reply to this email, otherwise, by default, the system will generate the email id as per the Firm's policy.

2. Scanned Copy of your Photograph

3. Blood Group

4. Emergency Contact No. (not your own!)

5. Your Family details (occupation of your parents & details of other family members)

6. Your Hobbies

You need to provide the above mentioned details to Divya Sethi at Divya.Sethi@IN.GT.COM soon after receiving this email.

Please feel free to contact us for further clarifications.

Thanks & Regards,

Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP

Joining Formalities

1 message

Samir Dhan <Samir.Dhan@walkerchandiok.in> Tue, 8 Mar 2022 at 19:39
To: Poojajhamb004@gmail.com <Poojajhamb004@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, Deepak Kumar (People&Culture) <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Pooja,

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Walker Chandiok & Co LLP
21st Floor, DLF Square, Jacaranda Marg, DLF Phase II, Gurgaon - 122002
M +91 98112 08664 | T +91 11 4278 7070 | E Samir.Dhan@IN.GT.COM

Joining Formalities

Samir Dhan <Samir.Dhan@walkerchandiok.in> 8 March 2022 at 19:39
To: "priya.ajmera28@gmail.com" <priya.ajmera28@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Priya,

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Samir Dhan | Senior Executive | People & Culture
Walker Chandiok & Co LLP

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Samir Dhan <Samir.Dhan@walkerchandiok.in> 8 March 2022 at 19:39
To: "sakti28s@gmail.com" <sakti28s@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Sakti,

You are requested to report to our office at Walker Chandiok & Co LLP, Gurgaon, India, through our virtual network on 25-Apr-2022 at 9.30 AM and also required to submit the following documents (scanned copies) on the same day to complete the joining formalities:

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Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, "Deepak Kumar (People&Culture)" <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Anjika,

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To: mayankgupta.mg411@gmail.com <mayankgupta.mg411@gmail.com>
Cc: Vanshika Dixit <Vanshika.Dixit@in.gt.com>, Deepak Kumar (People&Culture) <Deepak.Kumar@walkerchandiok.in>, Dishant Babbar <Dishant.Babbar@walkerchandiok.in>, Surjeet Kumar <Surjeet.Kumar@in.gt.com>, Divya Sethi <Divya.Sethi@in.gt.com>, Aakanksha Sarvaiya <Aakanksha.Sarvaiya@walkerchandiok.in>

Dear Mayank,

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