

01



05-Jan-2022

C5804729



For Accenture use only

**Dhanush Gc**  
 #8/34 kavi keshi raja road hanumantha nagar bangalore-560019 560019

Dear Dhanush,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

**Job Profile- Finance Process Enablement Associate**  
**Management Level- 12**  
**Sublevel - 3**  
**Job Family Group-Finance**  
**Business Deal-Contact Center**

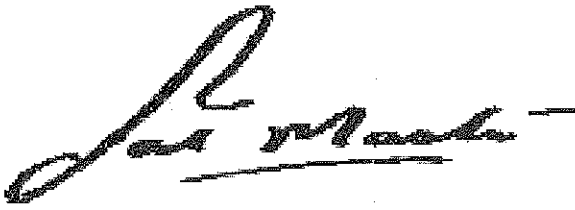
Your annual total cash compensation will be **INR 296960** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 256000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Jal  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
[Insert full legal name]

Date:

Candidate's signature \_\_\_\_\_

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. Gratuity as per The Payment of Gratuity Act, 1972.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

▪ Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE 4

### REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



Certificate of Service

Certificate of Service For candidates who registered for/Converted to Intermediate(New)IATC under the Direct Entry Scheme under the category graduates/post graduates and completed/would be completing 9 months of articleship as on 01<sup>st</sup> May 2022;

I CA Dileep Kumar hereby certify that Mr/Ms Dimple Aravind is presently serving/ has served under me as articled assistant and completed or will be completing 9 months of articled training as on 01<sup>st</sup> May, 2022.

Student Regn. No. SP00155469

Signature of the articled assistant [Signature]

Name of the Principal CA Dileep Kumar TM

Date: 02/03/2022 Place: Bangalore

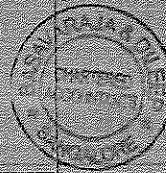
Signature of Principal: [Signature] E-Mail ID: Bod:11234@gmail.com

ICAI Membership Number: 029557 Mobile No.: 9845230800

Landline No.: 080-26618143

Office Seal:

**BASAVARAJA & DILEEP**  
Chartered Accountants  
# 1287/68, "NANDI" 4th Cross,  
5th Main, Ashoknagar, N.R. Colony  
BSK 1st Stage, Bangalore-560 050.



02



25-Oct-2021

C5752632

Ramya MV

NO 6/A SRINILAYA 4TH MAIN 8TH CROSS BSK 3RD STAGE CT BED 560085

Management Level - 13

Sublevel - 3

Job Profile - Customer Service New Associate  
 Job Family Group - Business Process Delivery  
 Business Deal - Non Contact Center

Dear Ramya,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Bengaluru, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.



## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 205000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min. INR 205000	Max. INR 237800

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 205000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.  
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_

[Insert full legal name]

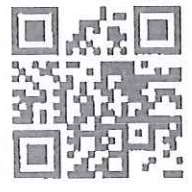
Date:





16-Mar-2022

C5878827



*\*For Accenture use only*

**Monika Kusha**

#318 3rd main 3rd cross pipeline sindhu nadhi road srinagar bangalore,560050 560050

Management Level - 13

Sublevel - 3

Job Profile - Bus Process Delivery New Associate

Job Family Group - Business Process Delivery

Business Deal - Non Contact Center

**Dear Monika,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Bengaluru, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

Candidate's Signature *Monika*

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Jal  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

MONIKA.K

[Insert full legal name]

Date: 22/3/22

Candidate's signature Monika K

Digitally signed by Jal

Digitally signed by Monika K

a) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments.

b) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

▪ 10% of such claims for self, spouse and 2 dependent children

▪ 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. Gratuity as per The Payment of Gratuity Act, 1972.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

▪ Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under.

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE 4

### REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

01 December 2020

To,  
Jayanth Kumar N  
Bangalore

### Appointment Letter

Dear Jayanth,

We refer to your application and the subsequent discussions that you have had with us and are pleased to offer you an appointment in our organization i.e. **BRAINBEES SOLUTIONS PVT. LTD.** as **Executive - Warehouse Operations at Bangalore** on the following terms and conditions.

#### 1. Date of Appointment

Your date of appointment will be effective from the date you join the services of the Company, which shall be as soon as possible but not later than 01 December 2020

#### 2. Period of Probation

You will be on probation for a period of six months from the date of your appointment. At the end of this period, your performance will be reviewed and if found satisfactory, your appointment will be confirmed in writing. Till such time that you receive such confirmation, you will continue to be on probation. The period of probation may be extended at the sole discretion of the Company. Under no circumstances shall the period of probation be more than 1 year from the date of appointment. During the period of probation, the Company may terminate your employment upon written notice to you, such notice to be effective fourteen (14) days from the date of such notice or upon giving you fourteen days' salary in lieu of shortfall of notice. Similarly, you may terminate your employment upon written notice of fourteen (14) days to the Company or fourteen (14) days salary in lieu of shortfall of such notice period.

#### 3. Compensation

In consideration of the full and faithful performance of services required of you by the Company, your compensation will be **Rs. 232105** per annum, subject to deduction of tax at source in accordance with applicable laws the breakup of your compensation is given in Annexure A to this letter. The breakdown of the compensation may need to be revised from time to time in keeping with regulatory developments or otherwise, and, the Company will not be liable for any additional tax liability you may face due to such revisions.

#### 4. Review of Compensation



The Company may review your compensation at periodic intervals as deemed appropriate. Changes to your compensation will be discretionary and will depend on relevant factors including the quality and extent of the services provided by you.

#### **5. Transfer**

Your services are subject to transfer by the Company in such capacity as the Company may from time to time determine, anywhere in India, to any one of the Company's departments, functions, branches, subsidiaries or associates according to the needs that may arise in the future. Such transfers will not have any effect on your compensation. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place where you have been transferred.

#### **6. Medical Test**

Your appointment shall be subject to you being mentally and physically fit and having received a certificate to that effect not dated beyond 30 days from the date of your employment letter by from recognized medical practitioner/Hospital at your own cost within 15 days from the date of joining. The continuance of the confirmation of your employment is subject to your remaining physically and mentally fit.

#### **7. Extent of Service**

You are required to carry out all duties as may be assigned/entrusted to you by the Company, or that are normally associated with employment in the Company or for such Group Companies as the Company may require from time to time. "Group Companies", for the purpose of this letter includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. You shall diligently, faithfully and in a manner consistent with standard and prudent business practices, such that the reasonably foreseeable outcome of such practice is factored in: (a) devote all of your working time, attention and energy to the performance of the duties assigned to you, and the functioning of the Company and its Group Companies; (b) act in the best interests of the Company; (c) not engage in any conduct that is intended to or has the result of inflicting harm upon the reputation of the Company or its Group Companies or any of their respective directors and/or shareholders; (d) perform and discharge without additional compensation such additional duties as may be reasonably directed by the Company; and (e) directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any other trade, business or profession other than the Company or accept any appointment to any office (including directorships) whether for gain or otherwise without prior written permission of the Company.

You will, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time by the Company, or as may be brought to your notice by the Company.

## **8. Hours of Work**

Your working hours shall be notified by the Company from time to time. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively.

## **9. Leave**

You will be entitled to leave in accordance with the Company's policy as amended from time to time.

## **10. Appraisal**

Any revisions or appraisals of your salary and benefits shall be linked to your performance in the Company as well as the performance of the Company as a whole. The Management reserves the right to revise your benefits as and when it deems fit based on your and the Company's performance, of which the Company shall be the sole judge of.

## **11. Compliance with rules and regulations of the Company**

You will abide by the rules and regulations of the Company for the time being in force or as may be framed from time to time by the concerned officers having authority to frame such rules and regulations. You will obey and carry out all the lawful orders, instructions and directions given by concerned Officers of the Company from time to time, as well as all the service rules or standing orders for the time being in force and those which may be framed from time to time, shall be absolutely binding on you with no reservations whatsoever during the period of your service with us. The Company also reserves the right to have different rules for different categories or classes of employees and for different locations. It shall be solely your duty to obtain the copies of the said rules, regulations, terms and conditions which will be available on the Company's HR Department. Signing of this Letter of Appointment by you shall be deemed acceptance of all the rules, regulations, terms and conditions as referred to above, on your part.

During your employment the terms of employment will be governed by the policies and rules framed from time to time regarding provident fund, Leave Travel assistance, ESI, Medical Policies, Gratuity, Discipline, Conduct or any other matter pertaining to Company's policies and affairs in force from time to time.

You are also subject to the rules and regulations of the Company as to leave, absence, conduct, performance during the tenure of your employment.

You shall not accept or permit any member of your family or any other person acting on your behalf to accept any gift including free transportation, lodging or any other service or any pecuniary advantage from anybody directly or indirectly with whom you may come into contact by virtue of your employment.

## 16. Inventions, Ideas, Processes and Designs

All inventions, ideas, processes, programs, codes, software and designs (including all improvements) (i) conceived (whether or not actually conceived during regular business hours) or made by you during the course of your employment with the Company, and (ii) other ideas, techniques or principles related to the business of the Company, shall be "works for hire" and disclosed in writing promptly to the Company and shall be the sole and exclusive property of the Company. You shall cooperate with the Company and its attorneys in the preparation of patent, copyright and other applications for such developments and shall promptly assign all such inventions, ideas, processes, and designs to the Company. The decision to file for patent or copyright protection or to maintain such development as a trade secret shall be in the sole discretion of the Company, and you shall be bound by such decision.

## 17. Termination of Employment

The Company shall be entitled to terminate this employment for any of the following causes:

### Dereliction of duties

- o Breach by the Employee of any of the terms of this appointment
- o Insubordination or failure to comply with directions given to you by persons so authorized by the Company
- o Misuse or misappropriation of the Company's property
- o Charged with any offense involving moral turpitude.

Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its customers.

In the event the Company terminating your employment on any of the above grounds, the termination shall take effect immediately upon receipt of the communication by you and in any event not later than the expiry of 48 hours from the dispatch of letter terminating services.

## 18. Notice Period

After confirmation, you may terminate your employment upon written notice to the Company, such notice to be effective 30 days after receipt thereof by the Company or by paying the company 30 days salary in lieu of shortfall of notice period at the discretion of the Company

## 19. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any information material to your employment by the Company, you will be liable to be removed from the services of the Company without any notice or compensation whatsoever.

## 20. Address

The address indicated in your application form will be treated as the correct address for sending any communication to you and unless changed by written intimation by you, any communication addressed to you at that address would be deemed to have been correctly served.

## 21. Submission of Certificates and Photographs

At the time of joining, you are requested to submit a copy of all educational certificates, relieving letter from your previous employer, Form 16 from your previous employer, your last pay slip and a copy of your Aadhar card and Pan card along with one stamp size photograph

## 22. Governing Law/Jurisdiction

Your employment with the Company shall be governed by and construed in accordance with the laws of the Republic of India. All disputes shall be subject to exclusive jurisdiction of the courts in the municipal corporation limits of Pune city, Maharashtra.

You are requested to confirm your acceptance of the terms and conditions contained herein by returning a signed copy of this letter.

We wish you all the best and welcome you to **BRAINBEES SOLUTIONS PVT. LTD.**

Yours sincerely,

For **BRAINBEES SOLUTIONS PVT. LTD.**



**Manjula Rao**  
Vice President Human Resources

Annexure A

Component	ANNUAL	MONTHLY
Basic	81821	6818
HRA	32728	2727
Children Education Allowance	4800	400
Statutory Bonus	10200	850
Health Club Facility Reimbursement	5000	417
Special Allowance	70003	5834
<b>Annual Gross Salary</b>	<b>204552</b>	<b>17046</b>
Provident Fund	20619	1718
Gratuity	3934	328
Mediclaim Insurance	3000	250
<b>Total Pay</b>	<b>232105</b>	<b>19342</b>

For BRAINBEES SOLUTIONS PVT. LTD.



Manjula Rao  
Vice President Human Resources



OS

## EMPLOYMENT OFFER LETTER

Capgemini Ref: 4530321 /749167 ,  
05/28/2021 ,  
Bhumika S ,  
#119, ,5th cross, 7th main, Kaveri nagar, Banashankari 2nd stage  
Bangalore ,Karnataka ,  
India.

### Confidential

Dear Bhumika S ,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company' ) starting from 05/31/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Associate /A2

B) You will be required to work at the Company's offices in location Bangalore IN

C) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 252131 /- ( Rupees Two Lakh Fifty Two Thousand One Hundred and Thirty One only only )** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

The breakup of your all-inclusive annual target compensation given in Exhibit 2

D) The following elements are included in the compensation package stated above:

1. Provident Fund - You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity - Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
3. ESIC - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

#### NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

I) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:

- a. You will submit relevant documents as mandated by the Company;
- b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
- c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
- d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
- g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
- h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

J) Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

K) The Company's address for sending notice in relation to your employment is as below:

Kind Attn: Head - Human Resources

Address: Capgemini Technology Services India Limited,  
Brigade Metropolis, Summit - Tower 'A',  
73/1, Garudacharpalya, Mahadevapura Post,  
Whitefield Main Road,  
Bangalore - 560048

OPL/HR/AY/2022

2/1/2022

**APPOINTMENT LETTER**  
(As per Form A under SPE Act 1976)

1. Name of Establishment : Ozone Pharmaceuticals Limited
2. Address
- a. Registered Office : 1, L.S.C, Block A-3, Janakpuri, Delhi-110058 (INDIA)
3. Name of the employer : Ozone Pharmaceuticals Limited
4. Name of the employee : **Mr Santhosh S**
5. Address of the employee
- a. Correspondence Address : 109, 6th A cross , , near Anjaneya Temple, Banashankari ,3rd Stage , Ittamadu, VTC , Bangalore South, PO Banashankari 2 , Stage District , Bangalore - 560085
- b. Permanent Address : 109, 6th A cross , , near Anjaneya Temple, Banashankari ,3rd Stage , Ittamadu, VTC , Bangalore South, PO Banashankari 2 , Stage District , Bangalore - 560085

6. We are glad to appoint you as **Business Development Officer** in Grade-(D-2) with effect from **2/1/2022** . However you shall be paid salary as agreed with you, from the date on which you submit your first DWS report.

7. Your appointment is subject to your being certified medically fit by a practitioner recognized by us.

8. It is understood and agreed that you may be posted to work in any of our divisions, departments, office or field work managed by this company, or any of its Group Companies etc. At present, we are posting you at **BANGALORE-2 HQ** in **Luxury Division**.

9. You will be paid amount of Rs. **355008/-** per annum. In addition to the salary, you will be entitled to other benefits and allowances such as Leave, Personal Accidental Insurance, Daily allowance, Travel allowance and other incidental expenses, incurred in discharge of your duties, as may be decided and communicated to you from time to time, by the Company.

10. Your Leave entitlement shall be governed by the provisions of Sales Promotion Act 1976 and ESIC Act 1948. However during probation you will be allowed Casual Leave on prorate basis, Sick Leave as per ESIC Act guidelines. Earned Leave will be applicable only after completion of one year of service.

854, 246855 Fax: 246129  
EPIP , Amingaon, Guwahati-781031, (Assam), Tele.: 0361-2914345, 2682769 Fax: 0361-2682559  
Analytical Lab, Near CRPF Camp, Gate No-1, Kadarpur Village Road, Bhondsri,  
Gurgaon, (Haryana)-122001. Tel.: 9910224652



March 2, 2022

HRD/InfosysBPM/1003298233

Mr. Aditya K  
#6/1,Srinilaya,1st A main  
Arkavathinadi Road,Brundavan Nagar  
Bengaluru urban-560019  
India

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**STRICTLY PRIVATE & CONFIDENTIAL**

Dear Aditya,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- |                           |                               |
|---------------------------|-------------------------------|
| a) Role                   | : Process Executive           |
| b) Role designation       | : Process Executive           |
| c) Job Level              | : 2B                          |
| d) Date of Joining        | : 3-March-2022                |
| e) Location of posting    | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 19798/-                  |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

**Voice and Shift Allowances**

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

#### **4. Background Verification**

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any con 3/12  
in a background check, attributable to, false information or mis-statement or misrep.  
omission of facts in the details provided by you, the Company reserves the right to withdraw and offer  
without notice and compensation or to take any appropriate action against you, including, but not limited  
to termination of your employment.

#### **5. National Skills Registry**

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit [www.nationalskillsregistry.com](http://www.nationalskillsregistry.com).

#### **6. Relocation benefits**

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

#### **7. Transfer/Secondment**

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.



## 11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

## 12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

## 13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate your service for your failure to pass the Company's-requisite assessments and certifications as

5/12

You are liable to be summarily dismissed should you be guilty of breach of this appointment, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

## 14. Other Terms & Conditions

- a) You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.

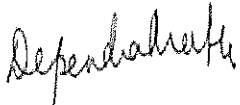
e) Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.

In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur  
SVP - Head Human Resource Development - BPM  
Infosys BPM Ltd,  
Building 48, 4th Floor, Section I,  
Electronic City, Hosur Road,  
Bangalore -560100

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We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come.  
Yours sincerely,



Dependra Mathur  
SVP - Head Human Resource Development - BPM

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

Date: \_\_\_\_\_, 20\_\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location  
Print your name

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc.) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Offer of employment shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

## 8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st of a month. If the date of joining of an employee falls between the 1st and 15th day (both days) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation. 4/12

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you 30 calendar day's prior notice or basic and dearness allowance and basket of allowances in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

## 9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

## 10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

## 2. Joining Bonus

You will be paid a joining bonus of Rs. 1000 with your 2nd month's salary.

## 3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

\*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

\*\*The Company reserves the right to initiate background verification (BGV) for all employees.

\*\*\*Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

**FAI**

28-Oct-2021

07

Ref No: FAI/BLR/OL/BPM/80116/00954866

**Prajwal Y N**

No 2861, 8Th Main, Kumarswamy Layout 2Nd Stage, Near 108 Ganesha Temple, Pipeline Road, Bangalore 560078  
Bangalore  
560078

Dear Prajwal,

**Sub: Employment Offer Letter**

This has reference to your application and subsequent interview/s you had with us , we are pleased to offer you the below Designation, Band and Annual compensation, with First American (India) Private Limited (hereinafter referred to as the "Company") having its registered office at Aveda Meta Bldg, No. 184, BBMP PID No 82-105-8/1, Old Madras Road, Indiranagar, Bangalore - 560038.

<b>Designation</b>	<b>Trainee</b>
<b>Band</b>	<b>B0</b>
<b>Location</b>	<b>Bengaluru</b>
<b>Annual Compensation (including variable Pay)</b>	<b>255,000.00 (Two Lakhs Fifty Five Thousand Only) as detailed in Annexure I.</b>

The starting date of your employment will be no later than **02-Nov-2021**.

Upon your joining the Company, we will provide you the Appointment letter and the employment agreement with the terms and conditions applicable to your position. In the event of you not joining us on or before the above said date, this offer will automatically stand withdrawn.

Please note that this offer and subsequent appointment is subject to successful clearance of the Background Verification checks conducted by the company.

You will be required to adhere to the company's Information Security and all other applicable policies during your employment.

Kindly revert via email (or) return the duplicate copy of this letter as a token of your acceptance on or before **29-Oct-2021**.  
If you need any further information, please feel free to contact : Ajay A (AjayA@firstam.com).

**First American (India) Private Limited****Campus 1 (Registered office)**

Ground to 7th floor, Aveda Meta Bldg.,  
No.184, Old Madras Road, Indiranagar PO,  
**Bengaluru, Karnataka - 560038**  
Tel: +91-80-4620-6000  
CIN: U72200KA2009PTC048852

**Campus 2**

8-2-472, GVC Square Road,  
1 Banjara Hills (Opp. GVK One)  
**Hyderabad, Telangana - 500034.**  
Tel: +91-040-4620-5000

**Campus 3**

JV Ganesh Complex, 1st,  
2nd and 3rd Floors,  
10/2, 3 Road Junction,  
Meyanoor Main Road,  
**Salem, Tamilnadu - 636 009.**  
Tel: +91-0427-2431-99

**Campus 4**

96, Hara Kara Complex,  
Alagapuram Main Road,  
**Salem, Tamilnadu - 636005.**  
Tel: +91-0427-2431-699





## Annexure – I

### COMPENSATION STRUCTURE

Component	Annual compensation	Monthly compensation
Basic Salary	177,660	14,805
House Rent Allowance	0	0
Conveyance Allowance	0	0
Flexible Benefits Plan (FBP)	7,740	645
Employer's share of Provident Fund	21,600	1,800
<b>Gross Wage</b>	<b>207,000</b>	<b>17,250</b>
Annual Bonus / Performance Incentive	48,000	4,000
<b>Total Cost to the Company</b>	<b>255,000</b>	<b>21,250</b>

#### First American (India) Private Limited

##### Campus 1 (Registered office)

Ground to 7th floor, Aveda Meta Bldg.,  
No.184, Old Madras Road, Indiranagar PO,  
**Bengaluru, Karnataka - 560038**  
Tel: +91-80-4620-6000  
CIN: U72200KA2009PTC048852

##### Campus 2

8-2-472, GVC Square Road,  
1 Banjara Hills (Opp. GVK One)  
**Hyderabad, Telangana - 500034.**  
Tel: +91-040-4620-5000

##### Campus 3

JV Ganesh Complex, 1st,  
2nd and 3rd Floors,  
10/2, 3 Road Junction,  
Meyanoor Main Road,  
**Salem, Tamilnadu - 636 009.**  
Tel: +91-0427-2431-99

##### Campus 4

96, Hara Kara Complex,  
Alagapuram Main Road,  
**Salem, Tamilnadu - 636005.**  
Tel: +91-0427-2431-699



In addition to the above benefits you will be eligible for the following coverages as per company policy and your career band eligibility:

- Gratuity – as per Payment of Gratuity act
- Group Mediclaim coverage plan OR Employee State Insurance plan (ESIC) – as per act
- Statutory Bonus – as per eligibility over and above your remuneration
- Group Life Insurance plan
- Group Accidental insurance plan

**Incentive / Bonus program:** You are eligible to participate in the Company's performance linked incentive program OR Company's annual bonus plan as governed by the policy of the organization. This is based on your performance against pre-defined performance parameters and the Company's performance. This incentive / bonus program may be changed / altered / modified in part or full at the sole discretion of the management.

Please refer the compensation & Benefit Annexure II to understand the compensation structure applicable for you.

**Note:** Company would not be liable to provide transport to colleagues except for shifts between 8pm and 6am (IST).

**First American (India) Private Limited**

**Campus 1 (Registered office)**

Ground to 7th floor, Aveda Meta Bldg.,  
No.184, Old Madras Road, Indiranagar PO,  
**Bengaluru, Karnataka - 560038**  
Tel: +91-80-4620-6000  
CIN: U72200KA2009PTC048852

**Campus 2**

8-2-472, GVC Square Road,  
1 Banjara Hills (Opp. GVK One)  
**Hyderabad, Telangana - 500034.**  
Tel: +91-040-4620-5000

**Campus 3**

JV Ganesh Complex, 1st,  
2nd and 3rd Floors,  
10/2, 3 Road Junction,  
Meyanoor Main Road,  
**Salem, Tamilnadu - 636 009.**  
Tel: +91-0427-2431-99

**Campus 4**

96, Hara Kara Complex,  
Alagapuram Main Road,  
**Salem, Tamilnadu - 636005.**  
Tel: +91-0427-2431-699

## Offer Letter

Date: 30-04-2022

Sub: Offer Letter

Dear **B Sri Ram,**

**Congratulations! You have been selected.**

We are pleased to inform you that you will be deployed at our Client **Rupeek Fintech Pvt. Ltd.** We are delighted to make you the following job offer.

The position offered to you is that of a **Relationship Manager** at **Monthly Take Home Salary of Rs. 20000.00.** Your job location will be **Bangalore**

You will be on contract for a period of **12 months.** The contract period may be extended, at the sole discretion of the management.

You would be required to join as early as possible but not later than **02-05-2022.** If you do not join your duty on the said date, this offer of appointment shall be treated as cancelled, unless the extension of the said date for joining is agreed upon by us.

**Documents need to be uploaded on MyHR-BetterPlace Select App. (<https://myhr-aj.app.link/IYPhcwJnKV>)**

Go to the Play Store and download the MyHR-BetterPlace Select App from there. If you face any issues, report it on the app.

Following documents have to be uploaded for further process:

1. Aadhaar Card (Mandatory)
2. Bank Account Proof (Mandatory)
3. Passport Size Photo (Mandatory)
4. Photocopy of PAN Card
5. Details of Family
6. Details of Permanent and Present Address

We are confident you will be able to make a significant contribution in the success of our Client **Rupeek Fintech Pvt. Ltd.** and look forward to working with you.

Please click on the "Accept" button to download the app and upload your KYC documents in order to get your Appointment Letter.

**Yours faithfully,**



**BetterPlace Select (by Aasaanjobs Pvt Ltd)**