



TULA'S
DEHRADUN INSTITUTE

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5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2022-23	ANURAG RANJAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	NUCLEUS SOFTWARE EXPORTS LIMITED-120-4031400	5LPA
2	2022-23	SHUBHAM GUPTA	B.TECH-COMPUTER SCIENCE & ENGINEERING	OGON SOFTWARE-99684 95034	1.8LPA
3	2022-23	ABHISHEK SHANKAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SEASIA-+5105097549	3LPA
4	2022-23	ASIF AHMED	B.TECH-COMPUTER SCIENCE & ENGINEERING	SEASIA-+5105097549	3LPA
5	2022-23	KUNAL AGARWAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	SEASIA-+5105097549	3LPA
6	2022-23	PRANAV RAJ	B.TECH-COMPUTER SCIENCE & ENGINEERING	SEASIA-+5105097549	3LPA
7	2022-23	RAMAN KUMAR BHATTACHARYA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SKILL VERTEX-096060 12806	3LPA
8	2022-23	SARANSH	B.TECH-COMPUTER SCIENCE & ENGINEERING	SKILL VERTEX-096060 12806	3LPA
9	2022-23	YASHI VERMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SKILL VERTEX-096060 12806	3LPA
10	2022-23	RAJUL RAVI	B.TECH-COMPUTER SCIENCE & ENGINEERING	SOLITAIRE INFOSYS PVT. LTD.-098766 56700	3LPA
11	2022-23	ABED AKTAR BARLASKAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SOPRA STERIA-8200 0698	3LPA
12	2022-23	RAUNAK KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SOPRA STERIA-8200 0698	3LPA
13	2022-23	ANJALI KUMARI	B.TECH-COMPUTER SCIENCE & ENGINEERING	TARSY TECH PVT. LTD.-9535986666	3LPA
14	2022-23	KANAK SHARMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	TARSY TECH PVT. LTD.-9535986666	3LPA
15	2022-23	JAY SHARMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	TCS-1800-209-3111	3.36LPA
16	2022-23	VISHAL GAUTAM	B.TECH-COMPUTER SCIENCE & ENGINEERING	UIPRO CORPORATION PVT LTD-06127966475	2.5LPA

[Signature]
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17	2022-23	AKASH RAWAT	B.TECH-COMPUTER SCIENCE & ENGINEERING	VALIANCE-7838577158	6.5LPA
18	2022-23	NIKHIL BHARDWAJ	B.TECH-COMPUTER SCIENCE & ENGINEERING	VALIANCE-7838577158	6.5LPA
19	2022-23	SAURABH KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	VALIANCE-7838577158	6.5LPA
20	2022-23	VAIBHAV TEWANI	B.TECH-COMPUTER SCIENCE & ENGINEERING	VEBRIN INFOTECH PVT LTD-7568690969	3.6LPA
21	2022-23	AZAZ AHMAD	B.TECH-COMPUTER SCIENCE & ENGINEERING	ALGOCIRRUS-099716 74944	3LPA
22	2022-23	SANDEEP SINGH SAUD	B.TECH-COMPUTER SCIENCE & ENGINEERING	ALGOCIRRUS-099716 74944	3LPA
23	2022-23	PRIYA SINGH	B.TECH-COMPUTER SCIENCE & ENGINEERING	APPSINVO PVT LTD-099715 31430	3LPA
24	2022-23	ABHIJEET BHARTI	B.TECH-COMPUTER SCIENCE & ENGINEERING	ASPIREFOX-095018 32201	3LPA
25	2022-23	ACHYUT SHAH	B.TECH-COMPUTER SCIENCE & ENGINEERING	ASPIREFOX-095018 32201	3LPA
26	2022-23	PRAVEEN SINGH	B.TECH-COMPUTER SCIENCE & ENGINEERING	ASPIREFOX-095018 32201	3LPA
27	2022-23	TENZIN GAYCHE	B.TECH-COMPUTER SCIENCE & ENGINEERING	ASPIREFOX-095018 32201	3LPA
28	2022-23	VIKRANT RATHORE	B.TECH-COMPUTER SCIENCE & ENGINEERING	ASPIREFOX-095018 32201	3LPA
29	2022-23	LUIT DUSAD	B.TECH-COMPUTER SCIENCE & ENGINEERING	AUTOMATEAZY-9319090874	3LPA
30	2022-23	NABHANSHU BISHT	B.TECH-COMPUTER SCIENCE & ENGINEERING	BISHT BROTHERS MRF TYRES-9412152243	2.4LPA
31	2022-23	RAGNI RAY	B.TECH-COMPUTER SCIENCE & ENGINEERING	CARTPARCEL PVT. LTD.-9807872075	3.6LPA
32	2022-23	AYUSH KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	CHIC MIC-095014 23775	5LPA

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33	2022-23	PRIYANSHU SINGH JADUAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	COSMOFEED-9425963902	2LPA
34	2022-23	ANKIT SINGH CHADDA	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
35	2022-23	DEEPIKA KUMARI	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
36	2022-23	KISHAN KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
37	2022-23	MEENAKSHI GAUTAM	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
38	2022-23	PRARTHANA SINGH	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
39	2022-23	RISHABH BHADANI	B.TECH-COMPUTER SCIENCE & ENGINEERING	CREST VENU AND ENTERTAINMENT SOFTWARE PVT.LTD(24/7)-888 994 5442	8LPA
40	2022-23	ANKIT SINGH PUNDIR	B.TECH-COMPUTER SCIENCE & ENGINEERING	DE FACTO INFOTECH-0172 478 7609	3LPA
41	2022-23	KAUSTUBH KUNDAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	DEEPMINDZ INNOVATIONS PRIVATE LIMITED-93549 68830	7LPA
42	2022-23	ROHIT MALANGI	B.TECH-COMPUTER SCIENCE & ENGINEERING	DEVLANCE-9643309992	7.2LPA
43	2022-23	SMRITI	B.TECH-COMPUTER SCIENCE & ENGINEERING	ENQUO SOLUTION PVT. LTD-9209045690	3.6LPA
44	2022-23	SAURAV KUMAR MISHRA	B.TECH-COMPUTER SCIENCE & ENGINEERING	ESAYOG NEPAL PVT LTD-+9779864839450	3.6LPA
45	2022-23	DEEPANSHU KUKREJA	B.TECH-COMPUTER SCIENCE & ENGINEERING	EVENTIRON INDIA PVT.LTD.-8802777698	3LPA
46	2022-23	ABHISHEK GUPTA	B.TECH-COMPUTER SCIENCE & ENGINEERING	EVOKE-7895345620	3LPA
47	2022-23	AKSHAY KUMAR ARYA	B.TECH-COMPUTER SCIENCE & ENGINEERING	FLORANET-9874090194	3LPA
48	2022-23	ARBAZ KHAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	HACHIWEB-883842284	3LPA

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49	2022-23	EHTESHAM KHAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	HACHIWEB-883842284	3LPA
50	2022-23	NIPUN BHAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	HEXaware-2267919595	4LPA
51	2022-23	VICKY SINGH ANKUR	B.TECH-COMPUTER SCIENCE & ENGINEERING	HIKE EDUCATION-9205692942	5LPA
52	2022-23	ATUL KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	IDEA FOUNDATION-7087081892	2.4LPA
53	2022-23	NAMAN KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	IDEA FOUNDATION-7087081892	2.4LPA
54	2022-23	ANURAG AGARWAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
55	2022-23	BHAWANI DATT AWASTHI	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
56	2022-23	HIMANSHU KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
57	2022-23	LOKESH KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
58	2022-23	MANISH RAJ	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
59	2022-23	PRANAY PRATYUSH	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
60	2022-23	RAJAT HARSH	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
61	2022-23	SAHIL JOSHI	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
62	2022-23	SAURAV VERMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
63	2022-23	VAIBHAV RAJ	B.TECH-COMPUTER SCIENCE & ENGINEERING	TALENT O MIND-9501750352	3LPA
64	2022-23	AREEB QAMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA

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65	2022-23	HIMANSHU GUPTA	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
66	2022-23	NIKHIL MATHUR	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
67	2022-23	PARTH D. PESWANI	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
68	2022-23	SIDDHARTH CHAUHAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
69	2022-23	SWAPNIL SINGH AHLAWAT	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
70	2022-23	VIVEK SHARMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
71	2022-23	YASHAVI AGARAWAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
72	2022-23	SHIVAN UNIYAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	JIO PLATFORMS LIMITED-1800039009	7LPA
73	2022-23	KUMARI SHILPI	B.TECH-COMPUTER SCIENCE & ENGINEERING	LG SOFT INDIA-8066155100	3.6LPA
74	2022-23	SUPRIYA SINHA	B.TECH-COMPUTER SCIENCE & ENGINEERING	MILESTONE-(877) 651-2454	4.4LPA
75	2022-23	AYUSH KUMAR JAISWAL	B.TECH-COMPUTER SCIENCE & ENGINEERING	MINISTRY OF COOPERATION-	3LPA
76	2022-23	ABHIJYAN PRAKASH SRIVASTAVA	B.TECH-COMPUTER SCIENCE & ENGINEERING	NAEHAS SOFTWARE INDIA PROVATE LIMITED-8283991974	8LPA
77	2022-23	DEEPAK KUMAR SHARMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	NAEHAS SOFTWARE INDIA PROVATE LIMITED-8283991974	8LPA
78	2022-23	KISHLAY SHARMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHEETAL ENTERPRISES-8410558047	3LPA
79	2022-23	AKSHAY KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHEETAL ENTERPRISES-8410558047	3LPA
80	2022-23	CHANDAN KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHEETAL ENTERPRISES-8410558047	3LPA

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81	2022-23	PUSHPANJALI KUMARI	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHEETAL ENTERPRISES-8410558047	3LPA
82	2022-23	SIMA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHEETAL ENTERPRISES-8410558047	3LPA
83	2022-23	ANANYA MISHRA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
84	2022-23	KAJAL SINGH	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA

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85	2022-23	PRIYAM PAHADIA	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
86	2022-23	CHHAYA BHARTI	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
87	2022-23	JAYANT RAJAN	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
88	2022-23	ROHIT KUMAR	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
89	2022-23	HARGOPAL ASHUTOSH	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
90	2022-23	SHIVAM BAURAI	B.TECH-COMPUTER SCIENCE & ENGINEERING	SHOR VALLEY PVT LTD-9410793879	3LPA
91	2022-23	ANUBHAV SRIVASTAVA	B.TECH- MECHANICAL ENGINEERING	YOUNGMAN INDIA, 9015964626	4.5LPA
92	2022-23	NIKHIL SAXENA	B.TECH- MECHANICAL ENGINEERING	YOUNGMAN INDIA, 9015964626	4.5LPA
93	2022-23	VIDESH KUMAR	B.TECH- MECHANICAL ENGINEERING	YOUNGMAN INDIA, 9015964626	4.5LPA
94	2022-23	AMAN DIXIT	B.TECH- MECHANICAL ENGINEERING	SUNCITY SHEETS,+91-7737062301	3LPA
95	2022-23	KAPIL KUMAR PAL	B.TECH- MECHANICAL ENGINEERING	SUNCITY SHEETS,+91-7737062301	3LPA
96	2022-23	ADARSH KUMAR	B.TECH- MECHANICAL ENGINEERING	SUNCITY SHEETS,+91-7737062301	3LPA
97	2022-23	ADITYA UTKARSH	B.TECH- MECHANICAL ENGINEERING	CEASEFIRE, 9540666666	3.7LPA
98	2022-23	AKHILESH SHINDE	B.TECH- ELECTRICAL & ELECTRONICS ENGINEERING	TECHNOSYS NASHIK MUMBAI 02532979832	3LPA
99	2022-23	DIGVIJAY SANJEEVAN	B.TECH- ELECTRICAL & ELECTRONICS ENGINEERING	SKYLARK FEED HARYANA +91 1686-264880	3LPA
100	2022-23	VINITA KUMARI	B.TECH- ELECTRICAL & ELECTRONICS ENGINEERING	DIXON ELECTRONICS SELAQUI 1352699775	3LPA

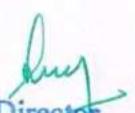


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101	2022-23	PRIYANSHU BISWAS	B.TECH- ELECTRONICS & COMMUNICATION ENGINEERING	EXTRA MARKS NOIDA 1800-102-5301 .	3LPA
102	2022-23	PRABHANSU KUMAR	B.TECH- ELECTRONICS & COMMUNICATION ENGINEERING	HEXaware TECHNOLOGIES LTD NAVI MUMBAI +912267919595	4LPA
103	2022-23	APOORV ARYA	B.TECH- ELECTRONICS & COMMUNICATION ENGINEERING	JIO PLATFORMS LIMITED-1800039009	5LPA
104	2022-23	DARSHANA PALKHEDE	B.TECH- ELECTRONICS & COMMUNICATION ENGINEERING	DIXON ELECTRONICS SELAQUI 1352699775	2.4LPA
105	2022-23	AMANDEEP	B.TECH- CIVIL ENGINEERING	A B CONSTRUCTION (7947463747)	3LPA
106	2022-23	NIRMAL SINGH DHAMI	B.TECH- CIVIL ENGINEERING	A B CONSTRUCTION (7947463747)	3LPA
107	2022-23	RAKESH KUMAR MANDAL	B.TECH- CIVIL ENGINEERING	DHARMA CONSULTANCY PVT LTD (+977 9845788399)	3.6LPA


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108	2022-23	UMESH CHAUDHARY THARU	B.TECH- CIVIL ENGINEERING	ECO TECH CIVIL CONSULTANT (+977 9865122744)	3.6LPA
109	2022-23	VIKUPU Z AWOMI	B.TECH- CIVIL ENGINEERING	GOVT OF NAGALAND OFFICE OF THE EXECUTIVE ENGINEER PHED URBAN DIVISION KOHIMA,NAGALAND	2.5LPA
110	2022-23	GAUTAM K SINGH	B.TECH- CIVIL ENGINEERING	ISUWA ENERGY PVT LTD-4410160	2.5LPA
111	2022-23	KUMAR GAURAV	B.TECH- CIVIL ENGINEERING	J. KUMAR INFRAPROJECT PVT LTD (+91 22 67743555)	2.5LPA
112	2022-23	TECHI BINOD	B.TECH- CIVIL ENGINEERING	M/S ESET CONSULTANCY & ALLIED-4410166	2.4LPA
113	2022-23	LOHIT	B.TECH- CIVIL ENGINEERING	M/S KAMENG INFRA	3.36LPA
114	2022-23	MOHAMMAD EHSAN	B.TECH- CIVIL ENGINEERING	MIRAE CONSTRUCTION INDIA PVT LTD (9421335447)	2.4LPA
115	2022-23	SALAHUDDIN	B.TECH- CIVIL ENGINEERING	MIRAE CONSTRUCTION INDIA PVT LTD (9421335447)	2.4LPA
116	2022-23	LIKI G JIMO	B.TECH- CIVIL ENGINEERING	MULTI BUILDERS PVT LTD (9436088888)	3LPA
117	2022-23	MARKEN KAMKI	B.TECH- CIVIL ENGINEERING	NIGLA INFRASTRUCTURE & POWER PROJECT LTD (9856083759)	3LPA
118	2022-23	HRIDESH YADAV	B.TECH- CIVIL ENGINEERING	ORBIT CONSTRUCTION PVT LTD	2.4LPA
119	2022-23	SAUGAT SINGH	B.TECH- CIVIL ENGINEERING	ORBIT CONSTRUCTION PVT LTD	2.4LPA
120	2022-23	UDIT NARAYAN YADAV	B.TECH- CIVIL ENGINEERING	R & R BROTHER CONSTRUCTION (+977 9819743722)	2.4LPA
121	2022-23	MD. SAFIKUL	B.TECH- CIVIL ENGINEERING	RIYA CONSULTING PVT LTD (+977 9844569041)	3.6LPA
122	2022-23	MANEESH KR. MEENA	B.TECH- CIVIL ENGINEERING	SHRI RAJENDRA KUMAR KALAL CONSTRUCTION LTD (9414474023)	2.6LPA
123	2022-23	BESH BAHADUR	B.TECH- CIVIL ENGINEERING	TBEA CO LTD (+9779808177212)	2LPA



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124	2022-23	DIPESH YADAV	B.TECH- CIVIL ENGINEERING	TBEA CO LTD (+9779808177212)	2LPA
125	2022-23	AKSHIT VERMA	MBA	CEASEFIRE, 9540666666	3.7LPA
126	2022-23	SHARWAN SINGH	MBA	SBI LIFE INSURANCE-1800 267 9090	3LPA
127	2022-23	ANKESH KUMAR SINHA	MBA	LEARNINGSHALA	5.6LPA
128	2022-23	ANSHUL SHARMA	MBA	KENT-9368074556	3.6LPA
129	2022-23	SANDEEP KUMAR LODHI	MBA	SBI LIFE INSURANCE-1800 267 9090	3LPA
130	2022-23	THUPTEN	MBA	SBI LIFE INSURANCE-1800 267 9090	3LPA
131	2022-23	KUMAR NIHAL	MBA	BHARATPE-8770391043	3LPA
132	2022-23	FALGUNI GUPTA	MBA	PHYSICS WALA -8941993538	3LPA
133	2022-23	TABBASUM BEGUM	MBA	INTEK ORGANIC	3LPA
134	2022-23	JYOTI	MBA	MWIDM INC-8558073735	3.5LPA
135	2022-23	KANCHAN REGMI	MBA	MWIDM INC-8558073735	3.5LPA
136	2022-23	KANCHAN JOSHI	MBA	MWIDM INC-8558073735	3.5LPA
137	2022-23	ABHISHEK KUMAR JHA	MBA	MWIDM INC-8558073735	3.5LPA
138	2022-23	PRIYANKA MAHANTA	MBA	MWIDM INC-8558073735	3.5LPA
139	2022-23	SWETA SINGH	MBA	MWIDM INC-8558073735	3.5LPA

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140	2022-23	HEMLATA BIJALWAN	MBA	ANYTECH META-98701-35066	5.5LPA

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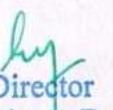


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S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
141	2022-23	SATYAM CHAUDHARY	MBA	KENT-9368074556	3.6 LPA
142	2022-23	AYUSH CHAND	ME	MKC INFRA-2836245730	3 LPA
143	2022-23	PANKAJ KUMAR SHAH	ME	MKC INFRA-2836245730	4 LPA
144	2022-23	BIJOY SUTRADHAR	ME	MKC INFRA-2836245730	5 LPA
145	2022-23	AAKASH MICHAEL	ME	MKC INFRA-2836245730	6 LPA
146	2022-23	ANUSHKA VOHAT	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
147	2022-23	AJEEET KUMAR	B.SC. AGRICULTURE	ARUPAL SUPERDOCS TECH LLP-080-685-07810	1.8 LPA
148	2022-23	AKSHAY KUMAR	B.SC. AGRICULTURE	VACO BINARY SEMANTICS LLP-01244242120	2.4 LPA
149	2022-23	APARNA JAISWAL	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
150	2022-23	ASHISH KUMAR	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
151	2022-23	BHANU LOLLEN	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
152	2022-23	CHANDRASHEKHAR RAJA	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
153	2022-23	DIKSHA SINGH	B.SC. AGRICULTURE	ARUPAL SUPERDOCS TECH LLP-080-685-07810	1.8 LPA
154	2022-23	JATIN KUMAR	B.SC. AGRICULTURE	AGRIWATCH	2.16 LPA
155	2022-23	KUNAL PANDIT	B.SC. AGRICULTURE	LAB TECH DBUU	1.2 LPA
156	2022-23	MANAN KUMAR	B.SC. AGRICULTURE	SKY LARK-18001808856	3 LPA


 Director
 Tula's Institute, Dehradun



5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
157	2022-23	NIHARIKA SAHU	B.SC. AGRICULTURE	VACO BINARY SEMANTICS LLP-01244242120	2.4 LPA
158	2022-23	PRAJAKTA SHRIVASTAVA	B.SC. AGRICULTURE	VACO BINARY SEMANTICS LLP-01244242120	2.4 LPA
159	2022-23	PRATYUSH KUMAR	B.SC. AGRICULTURE	VAIMANIKA AEROSPACE-9955111150	1.32 LPA
160	2022-23	PRIYANSHI TIWARI	B.SC. AGRICULTURE	BRIGHTSUN TRAVEL PVT. LTD.0124 416 3000	3.36 LPA
161	2022-23	RAJVI SHARMA	B.SC. AGRICULTURE	UNIFY HEALTHCARE SERVICES- 0866 796 0858	2.36 LPA
162	2022-23	RATI MAURYA	B.SC. AGRICULTURE	STANDARD SERVICES-11-45380983	2.36 LPA
163	2022-23	RISHAV KUMAR SINGH	B.SC. AGRICULTURE	DSS AGRISOLUTIONS PRIVATE LIMITED-8448441068	2.16 LPA
164	2022-23	SANDHYA T	B.SC. AGRICULTURE	BRIGHTSUN TRAVEL PVT. LTD.0124 416 3000	3.36 LPA
165	2022-23	SANSKAR	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
166	2022-23	SHAIK ABDUL RAWOOF	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
167	2022-23	SHREYA SAHI	B.SC. AGRICULTURE	TELEPERFORMANCE-72002737	1.32 LPA
168	2022-23	SIMARJYOT KAUR	B.SC. AGRICULTURE	UNIFY HEALTHCARE SERVICES- 0866 796 0858	2.36 LPA
169	2022-23	TENISH DEWAN	B.SC. AGRICULTURE	BRIGHTSUN TRAVEL PVT. LTD.0124 416 3000	3.36 LPA
170	2022-23	TUMTER GADI	B.SC. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
171	2022-23	UTKARSH CHATURVEDI	B.SC. AGRICULTURE	HIKE EDUCATION-9205692942	6 LPA
172	2022-23	DEEPAK KUMAR	B.SC. AGRICULTURE	BRIGHTSUN TRAVEL PVT. LTD.	3.36 LPA

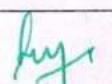


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5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (in INR per annum)
173	2022-23	JOHN PAUL NATUNG	B.S.C. AGRICULTURE	UNIFY HEALTHCARE SERVICES	2.36 LPA
174	2022-23	LINAKALI T KIBAMI	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
175	2022-23	LOHRII KAYIKHO JOHN	B.S.C. AGRICULTURE	UNIFY HEALTHCARE SERVICES	2.36 LPA
176	2022-23	MANISH	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
177	2022-23	MANISH KUMAR	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
178	2022-23	MANMOHAN YADAV	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
179	2022-23	NIRAJ KUMAR SAH	B.S.C. AGRICULTURE	BRIGHTSUN TRAVEL PVT. LTD.	3.36 LPA
180	2022-23	RITESH KUMAR	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
181	2022-23	SATENDRA KUMAR YADAV	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
182	2022-23	SAGAPAM NIKASH SINGH	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
183	2022-23	SAJID ALAM	B.S.C. AGRICULTURE	AGRO STAR-02041504211	2.87 LPA
184	2022-23	DHANANJAY KUMAR	B.S.C. AGRICULTURE	NAWAL ORGANIZATION	1.32 LPA
185	2022-23	KUMARI SHREYA	BACHELORS IN BUSINESS ADMINISTRATION	MWIDM INC-8558073735	3.5LPA
186	2022-23	AYUSH TRIPATHI	BACHELORS IN BUSINESS ADMINISTRATION	MWIDM INC-8558073735	3.5LPA
187	2022-23	ANCY STELON ALBERT	BACHELORS IN BUSINESS ADMINISTRATION	MWIDM INC-8558073735	3.5LPA
188	2022-23	RAJSHREE RAJ KHUSHI	BACHELORS IN BUSINESS ADMINISTRATION	MWIDM INC-8558073735	3.5LPA


Director
 Tula's Institute, Dehradun



5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
189	2022-23	KHUSHI MISHRA	BACHELORS IN BUSINESS ADMINISTRATION	CALVIN KLEIN	2.4LPA
190	2022-23	VISHAL SINGH	BACHELORS IN BUSINESS ADMINISTRATION	CALVIN KLEIN	2.4LPA
191	2022-23	CHHAYA CHAUDHARY	BACHELORS IN BUSINESS ADMINISTRATION	HIKE EDUCATION-9205692942	5LPA
192	2022-23	DIVYANSHU KUMAR	BACHELORS IN BUSINESS ADMINISTRATION	HIKE EDUCATION-9205692942	5LPA
193	2022-23	ISHIR PRATAP SINGH	BACHELORS IN BUSINESS ADMINISTRATION	HIKE EDUCATION-9205692942	5LPA
194	2022-23	AANCHAL PANWAR	BACHELORS IN BUSINESS ADMINISTRATION	ANYTECH META-98701-35066	5.5LPA
195	2022-23	PEMA WANGMO	BACHELORS IN BUSINESS ADMINISTRATION	ANYTECH META-98701-35066	5.5LPA
196	2022-23	PEMA ZANGMO	BACHELORS IN BUSINESS ADMINISTRATION	ANYTECH META-98701-35066	5.5LPA
197	2022-23	SAINA GARIYA	BACHELORS IN BUSINESS ADMINISTRATION	ANYTECH META-98701-35066	5.5LPA
198	2022-23	AASHISH	BACHELORS IN BUSINESS ADMINISTRATION	CEASEFIRE, 9540666666	3.7LPA
199	2022-23	SATYAM GIRI	BACHELORS IN BUSINESS ADMINISTRATION	CEASEFIRE, 9540666666	3.7LPA
200	2022-23	SHASHANK GUPTA	BACHELORS IN BUSINESS ADMINISTRATION	CEASEFIRE, 9540666666	3.7LPA
201	2022-23	SHASHANK PRATAP SINGH	BACHELORS IN BUSINESS ADMINISTRATION	PHRONESIS PARTNERS PTE. LTD.-066923 33899	4.5 LPA
202	2022-23	SHARON FRANCIS	BACHELORS IN BUSINESS ADMINISTRATION	PHRONESIS PARTNERS PTE. LTD.-066923 33899	4.5 LPA
203	2022-23	SHIVAM TOMAR	BACHELORS IN BUSINESS ADMINISTRATION	CEASEFIRE, 9540666666	3.7LPA
204	2022-23	SIDDHARTH	BACHELORS IN BUSINESS ADMINISTRATION	CAPITAL VIA-91731 3816001	3 LPA



5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
205	2022-23	KANAK NAUDIYAL	BACHELORS IN BUSINESS ADMINISTRATION	OSWAL GROUP-9024121121	3LPA
206	2022-23	VIVEK SINGH	BACHELORS IN BUSINESS ADMINISTRATION	OSWAL GROUP-9024121121	3LPA
207	2022-23	YADI AZAM	BACHELORS IN BUSINESS ADMINISTRATION	FIVE X GLOBAL SERVICES PVT LTD-9910179556	2.19 LPA
208	2022-23	PRIYANKA RAWAT	BACHELORS IN BUSINESS ADMINISTRATION	ELITE CORPORATE SOLUTIONS -9870364340	2.5 LPA
209	2022-23	MALIULLAH ANSARI	BACHELORS IN BUSINESS ADMINISTRATION	FOREIGN EMPLOYMENT WORLD WELFARE FUND -+977015527027	2.1 LPA
210	2022-23	ASHLESHA DHANAIN	BACHELORS IN COMPUTER APPLICATION	BUSINESS WEB SOLUTION -7456076316	2.2 LPA
211	2022-23	SHIVAM PILANIA	BACHELORS IN COMPUTER APPLICATION	DEV TRADERS-7217794004	2.4 LPA
212	2022-23	DEEPAK VERMA	BACHELORS IN COMPUTER APPLICATION	PARADOX ALPHA FOUNDATION -7597204890	1.5 LPA
213	2022-23	AYUSH NAUTIYAL	BACHELORS IN COMPUTER APPLICATION	BETALECTIC IT PROJECTS PVT LTD.	1.2 LPA
214	2022-23	JASVINDRA KAUR	MASTERS IN COMPUTER APPLICATION	WIPRO-28440011	5 LPA
215	2022-23	GAURAV SHUKLA	MASTERS IN COMPUTER APPLICATION	FETELO-9402850007	1.92 LPA
216	2022-23	PIYUSH KUMAR	MASTERS IN COMPUTER APPLICATION	FETELO-9402850007	1.92 LPA
217	2022-23	AYUSH SHARMA	MASTERS IN COMPUTER APPLICATION	DUNZO DIGITAL PVT. LTD.	12 LPA
218	2022-23	SAMDARSHI VIKRAM SINGH	MASTERS IN COMPUTER APPLICATION	CYBER SHINES TECHNOLOGIES PVT. LTD.9953083039	5.63 LPA
219	2022-23	PRIYA ARYA	BACHELORS IN COMMERCE (HONS.)	SELECTION WALA -9038938639	1.83 LPA
220	2022-23	SHASHI PATEL	BACHELORS IN JOURNALISM & MASS COMMUNICATION	GLOBIVA SERVICES PVT LIMITED	2.16 LPA

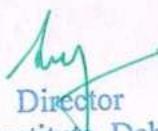


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5.2.1 Average percentage of placement of outgoing students during the 2023 Batch (10)

S. NO.	SESSION	NAME OF STUDENT	PROGRAM GRADUATED FROM	Name of the employer with contact details	Pay package at appointment (In INR per annum)
221	2022-23	AISHWARYA SINGH	BACHELORS IN JOURNALISM & MASS COMMUNICATION	CALVIN KLEIN- 866-513-0513	2.76 LPA
222	2022-23	SONAM YOUDEN	BACHELORS IN JOURNALISM & MASS COMMUNICATION	TIBETAN NEHRU MEMORIAL FOUNDATION -01352640391	1.2 LPA



Director
Tula's Institute, Dehradun



Confidential

Ref :NSEL/HR/ 2022
Date: October 13, 2022

Mr. Anurag Ranjan
Chiksaura Road, St Joseph High School,hilsa, Nalanda
Hilsa-801302
Bihar
India

Offer cum Appointment as Assistant Software Engineer

Dear Anurag Ranjan,

We welcome you to Nucleus Software and are pleased to offer you the position of **Assistant Software Engineer**, at Grade 3.

Below mentioned are the specific terms and conditions of your offer. Request you to read the details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. **October 17, 2022** with **Nucleus Software Exports Limited** (herein referred to as 'Company'). Please contact us immediately if you require an alternative joining date. In case of non – acceptance of this offer or agreement on mutual joining date this offer will stand cancelled.

To confirm your acceptance of this offer, you are requested to:

Acknowledge and communicate the acceptance of the offer letter and date of joining as per Annexure I.

Please note that the employment terms mentioned in this letter are subject to the Company policy.

1. Appointment:

- a. This offer/appointment is subject to the completion of B.Tech/BE final exams with aggregate pass percentage greater than 60% and subject to the company's terms and conditions.

Divyanshu
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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- c. Participate in the Company Provident Fund Scheme as per the rules and policies applicable to your category of employees.
- d. Leave Travel Assistance as per the policy of the Company. (Incase applicable as per policy).
- e. You will be eligible to participate in the Group Insurance and Group Mediclaim Policy for your category of Employee.
- f. You will be entitled to gratuity as per the provisions of the Payment of Gratuity Act, 1972.
- g. You will be entitled for Health Checkup policy as per Nucleus Policy.
- h. Any financial assistance made by the Company towards facilitating your joining would be recovered if the employment tenure is less than 1 year; unless specifically approved by the Management. Any amount reimbursed or recovered by the Organization will be subject to tax deduction as per Tax laws.

4. Service Contract:

- a. While on probation your services can be discontinued by giving 30 days notice or basic salary in lieu thereof on either side. After confirmation, your services can be discontinued after giving 1 month(s) notice or basic salary in lieu thereof on either side. In addition, it would be compulsory for you to serve at least 50% of the notice period both during probation or confirmation period. However if the business exigencies require you to continue the employment during entire notice period, you shall do so.
- b. Your services can be terminated on grounds of indiscipline, misconduct, misappropriation, malpractice, parting of vital business information or information of confidential nature to a third party without proper authorization.
- c. Your services can also be terminated for continued absence from duty without information and authorization beyond eight working days or continued ill health resulting in your absence from work for a period exceeding three months.
- d. Company also reserves the right to send you for training within or outside India, and in such event & when you travel abroad for transition / knowledge / process transfer, you may need to execute certain agreement(s) / documentation(s), as per Company requirement. In view of the fact that the company shall be making arrangements, and making considerable expenditure towards the same, the Company shall insist that the said agreement(s) / documentation(s) be executed.

5. Employment Guidelines or Rules of Employment:

Your service will be governed by the service rules and regulations and policies of the Company, which are in force or which may come into force from time to time, as applicable to all employees of the Company.

Training and Placement Officer
Tula's Institute, Dehradun

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Nucleus.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Nucleus (irrespective of the circumstance or the reasons for, the cessation) not to solicit, induce or encourage:

1. Any employee of Nucleus to terminate their employment with Nucleus or to accept employment with any competitor, supplier or any customer with whom you have a connection.

2. Any customer or vendor of Nucleus to move his existing business with Nucleus to a third party or to terminate his business relationship with Nucleus.

3. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the position of Nucleus and resolve the conflict with Nucleus Software Exports Ltd.

6. Moral Responsibility & Honesty:

You are expected to deal with company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any notice if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interest of the Company.

7. Other Employment:

During the continuance period of your employment with us you shall not work directly or indirectly for any other firm Company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or any other capacity.

8. Arbitration:

Any dispute(s) or difference(s) arising during the course of your employment shall be settled amicably. Failing such settlement, the same shall be settled by arbitration of a single arbitrator to be appointed by the Head HR of the Company or any person appointed for this matter by the Company. The award made in pursuance thereof shall be binding. The venue of arbitration proceedings shall be New Delhi and the Courts at New Delhi alone shall have jurisdiction over any such matter.


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Training and Placement Officer
Tula's Institute, Dehkadun



13. Documents:

Appropriate action may be taken in case of violation of any of the terms and conditions mentioned in the Offer Cum Appointment Letter.

Your joining will be subject to submission of documents as per Annexure - II (document list). In case of non-compliance or incomplete documents, organization shall has the right to terminate your employment immediately on notice.

You are advised to read this letter carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of your having understood and accepted the same.

Welcome to the Nucleus family and we look forward to a long, fruitful, happy and exciting association with you.

With Best Wishes,
for
Nucleus Software Exports Limited

Authorized Signatory
Human Resource Group

[Signature]
Director
Tula's Institute, Dehradun

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun



Compensation Structure

Name Anurag Ranjan
Candidate ID REC202210129948
Designation/Grade/IBU Name Assistant Software Engineer/3/NUCLEUS SCHOOL OF BANKING TECHNOLOGY
Effective From October 17, 2022

Dear Anurag Ranjan,

We are pleased to provide you with your personalized Total Rewards Statement.

Grade	3
Designation	Assistant Software Engineer
TOTAL REWARDS STATEMENT	
Basic	180,000
HRA	108,000
Statutory Bonus	14,994
Special Allowance	100,406
RETIRALS	
Provident Fund (Employer's contribution)	21,600
Gratuity	8,658
COST TO COMPANY (WITH GRATUITY)	433,658

With Best Wishes,

For Nucleus Software Exports Limited

Authorized Signatory
Human Resource Group

[Signature]
Director
Tula's Institute, Dehradun

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun

Annexure-II

Document Submission
List of BGV and Joining documents

List of Joining Documents	
Documents	Document Type (2 Photocopies)
Qualification Documents	Xth - Mark sheet & Certificate
	XIIth - Mark sheet & Certificate
	Graduation - Mark sheet of all semester/years along with degree/certificate
	Post Graduation - Mark sheet of all semester/years along with degree/certificate
Employment Documents	Any other Degree/Certificate - Mark sheet/certificate
	Appointment letter, relieving letter, experience letter, salary proof for all previous employers & salary slips of last three months for last employer (if any)
	Mandatory - PAN Card, Aadhar Card, UAN (Universal account number) for PF (provident fund) from previous organisation
Additional Documents	Any one from below for current & permanent address.
	Voter ID card
	Valid Passport
	Bank Statement
	Rent Agreement
	Lease Agreement
	Ration card
	Driving License
5 passport size photographs with white background	
Medical fitness Original certificate from a registered Medical Practitioner	

Note: All documents should be submitted not later than 10 days from the date of joining, failing which this will be considered as non-compliance.

[Signature]
 Director
 Tula's Institute, Dehradun

Training and Placement Officer
 Tula's Institute, Dehradun

[Signature]
 (6)

OFFER LETTER

14 Oct, 2022

Subject: Offer of Employment

Dear Shubham Gupta,

Congratulations!!!

We take pleasure in inviting you to join **OGON Software** as **Software Engineer**. We would like you to start work on **1st Nov, 2022.**

Your employment terms & conditions are as follows:

1. Your Total Gross CTC would be **1, 80,000 INR (INR One Lakh Eighty Thousands only)** per Annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. You will be paid **15,000 INR (Fifteen Thousands only)** as a monthly salary all inclusive. There would be TDS applicable as per government rules.
2. You are expected to join on **1st Nov 2022.**
3. Please note that you need to present the original documents for verification purpose
 - o Proof of age (birth certificate/ school leaving certificate/ passport copy);
 - o PAN Card
 - o Three (3) recent passport size photograph
 - o Academic certificates and other merit certificates;

S. N. Singh
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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4. Your offer letter is subjected to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of **OGON SOFTWARE**. The management reserves the right to change the different components/ allowances in the total package, at its own discretion, at any time in future. However, your total monthly salary at 100% variable achievement will be protected.
5. Your duties will be such as may be assigned to you from time to time and shall not be deemed to be circumscribed by your designation.
6. You will be on a probation period for 6 month from the date of joining, after which you will be confirmed if your work is found satisfactory. You shall continue to be on probation, till your services are confirmed in writing by a letter of confirmation.
7. **OGON SOFTWARE** standard working week is Monday to Friday. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned task and to meet the required deadlines.
8. You will be required to attend to your work according to the exigencies and urgency of various jobs, from time to time and you will adhere to the requirements of the company. The company reserves the right to vary, alter and increase your working hours subject to statutory provisions.
9. You will be employed at the Firm's office or at the Firm's Clients location as required. The Firm reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the Firm when necessary. You shall comply with the Firm's rules relating to relocation of or from a customer location.
10. Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without prior written consent of **OGON SOFTWARE**.
11. Information relating to company secrets, inventions, intellectual capital, ideas etc., is confidential and will be protected by you to safeguard the company's business interests.
12. You will be required to give an undertaking on confidentiality and non-competition as per the document given to you separately.
13. You shall sign
 - i. The proprietary rights and Non-Disclosure Agreement
 - ii. The code of business conduct and ethics

*Tula's Institute, Dehradun
Director, Dehradun*

*Training and Placement Officer
Tula's Institute, Dehradun*

(Signature) 8

iii. Prohibition on disclosure or use of inside information

14. At the time of formally resigning from services, you shall have to serve the notice period of 30 days.
15. You will not, without prior written permission of the company, carry on any business or engage yourself in the services or employment of any other Company/ Firm/ Person. You shall however, undertake honorary work of social or charitable nature literary artistic or scientific character only with the express written permission from the competent authority.
16. Any falsification of information you provide in your job application, or concealment of material facts or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

OGON SOFTWARE is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We believe that you will be a valuable addition to the team and wish you all the success in this assignment.

Looking forward for a fruitful association.

Wishing you all the best.

Yours sincerely,

Ajay Sharma
HR Partner
hr@ogonsoftware.com

Ajay
Director
Tula's Institute, Dehradun

A 9
Training and Placement Officer
Tula's Institute, Dehradun

Ref No: AS/OFF/01

Date: December 2, 2022

Mr. Abhishek Shankar

Subject: Job Offer Letter for Associate Consultant – Software Developer

Dear Abhishek,

We are pleased to offer you a job with **Seasia Infotech** for the position of **Associate Consultant – Software Developer**. We invite you to join our organization on or before **2nd January 2023**.

You are offered Rs.3,00,000.00 (Rupees Three Lakhs) as an annual cost to the company. You will get a detailed appointment letter after your join the organization.

Please bring and submit the following documents at the time of Joining:

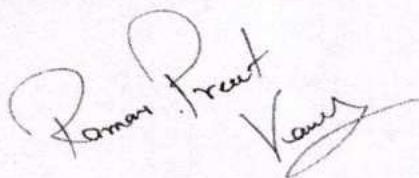
1. Academic qualification certificates.
2. Four Passports sized photographs.
3. One Nominee's Photograph
4. Identity and Address proof. (Passport/ Driving license/ Voters ID card/ PAN card/Aadhar card).

We are happy to welcome and congratulate you on your appointment and wish you a long and successful career with us.

Please sign a copy of this Job offer letter or reply with consent on our official email as a token of acceptance and confirming your joining date.

Yours Faithfully,

For Seasia Infotech Pvt Ltd,

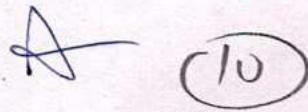


Ramanpreet Kaur

Manager- Human Resource



Director
Tula's Institute, Dehradun



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Training and Placement Officer

Tula's Institute, Dehradun

Regd. Office: 11A, Tribune Colony

Ref No: A/OFF/01

Date: December 2, 2022

Mr. Aasif

Subject: Job Offer Letter for Associate Consultant – Business Analyst

Dear Aasif,

We are pleased to offer you a job with Seasia Infotech for the position of **Associate Consultant – Business Analyst**. We invite you to join our organization on or before **2nd January 2023**.

You are offered Rs.3,00,000.00 (Rupees Three Lakhs) as an annual cost to the company. You will get a detailed appointment letter after your join the organization.

Please bring and submit the following documents at the time of Joining:

1. Academic qualification certificates.
2. Four Passports sized photographs.
3. One Nominee's Photograph
4. Identity and Address proof. (Passport/ Driving license/ Voters ID card/ PAN card/Aadhar card).

We are happy to welcome and congratulate you on your appointment and wish you a long and successful career with us.

Please sign a copy of this Job offer letter or reply with consent on our official email as a token of acceptance and confirming your joining date.

Yours Faithfully,

For Seasia Infotech Pvt Ltd,

Ramanpreet Kaur

Manager – Human Resource

Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

Regd. Office: 11A, Tribune Colony

Ref No: KA/OFF/01

Date: December 2, 2022

Mr. Kunal Aggarwal

Subject: Job Offer Letter for Associate Consultant – Software Developer

Dear Kunal,

We are pleased to offer you a job with **Seasia Infotech** for the position of **Associate Consultant – Software Developer**. We invite you to join our organization on or before **2nd January 2023**.

You are offered Rs.3,00,000.00 (Rupees Three Lakhs) as an annual cost to the company. You will get a detailed appointment letter after your join the organization.

Please bring and submit the following documents at the time of Joining:

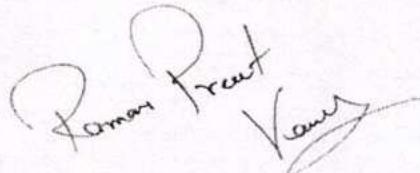
1. Academic qualification certificates.
2. Four Passports sized photographs.
3. One Nominee's Photograph
4. Identity and Address proof. (Passport/ Driving license/ Voters ID card/ PAN card/Aadhar card).

We are happy to welcome and congratulate you on your appointment and wish you a long and successful career with us.

Please sign a copy of this Job offer letter or reply with consent on our official email as a token of acceptance and confirming your joining date.

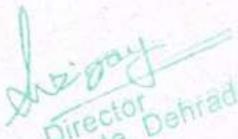
Yours Faithfully,

For Seasia Infotech Pvt Ltd,



Ramanpreet Kaur

Manager- Human Resource



Dr. Dayal Singh
Director
Tula's Institute, Dehradun



Training and Placement Officer
Tula's Institute, Dehradun

Regd. Office: 11A, Tribune Colony

Ref No: PR/OFF/01

Date: December 2, 2022

Mr. Pranav Raj

Subject: Job Offer Letter for Associate Consultant – Software Developer

Dear Pranav,

We are pleased to offer you a job with **Seasia Infotech** for the position of **Associate Consultant – Software Developer**. We invite you to join our organization on or before 2nd January 2023.

You are offered Rs.3,00,000.00 (Rupees Three Lakhs) as an annual cost to the company. You will get a detailed appointment letter after your join the organization.

Please bring and submit the following documents at the time of Joining:

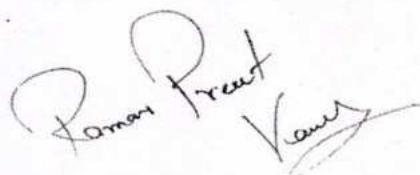
1. Academic qualification certificates.
2. Four Passports sized photographs.
3. One Nominee's Photograph
4. Identity and Address proof. (Passport/ Driving license/ Voters ID card/ PAN card/Aadhar card).

We are happy to welcome and congratulate you on your appointment and wish you a long and successful career with us.

Please sign a copy of this Job offer letter or reply with consent on our official email as a token of acceptance and confirming your joining date.

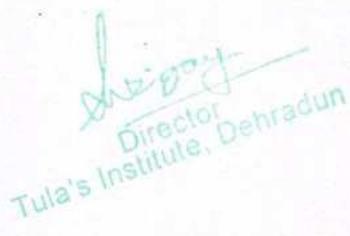
Yours Faithfully,

For Seasia Infotech Pvt Ltd,



Ramanpreet Kaur

Manager– Human Resource



Director
Tula's Institute, Dehradun



Training and Placement Officer
Tula's Institute, Dehradun

Regd. Office: 11A, Tribune Colony



EMPLOYMENT AGREEMENT

Date: 08-05-2023

Raman Kumar Bhattacharya

Appointment: Business Development Associate

Dear Raman Kumar Bhattacharya,

At the outset, we welcome you to Skillvertex and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as **Business Development Associate** in our Company with effect from **02-Aug-2023**, subject to the following terms and conditions. This offer of appointment is valid until **27-July-2023** for acceptance. If we do not hear from you by **27-July-2023** i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statutes and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

Tula's Institute, Dehradun
Tula's Institute, Dehradun
Director

OliveBoard Comptech Private Limited
L-147, 2nd floor, Laxmi Chambers, Sector 6, HSR layout, Bengaluru-560102

Training and Placement Officer
Tula's Institute, Dehradun

14



- ii. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation. in total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable

6. Notice Periods

Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

- 1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;



8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

1. NON-SOLICITATION

- i. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- ii. ii. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, iii. shareholder or consultant of the Company, to terminate their employment relationship with the Company.

2. NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your



for the Company without restriction (i.e. you do not have any noncompete obligations or other restrictive clauses with any previous employer). If, after you have started work, we are informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your

qualifications and experience, the Company may terminate your services with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you. During your employment with the Company, you explicitly agree to adhere to and be governed by all the current policies and procedures of the Company, as may be applicable to you.

16. Rules of the company in force and governing law

- i. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- ii. This Employment Agreement shall be governed by the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters hereunder.

17. Leave Entitlement

Employees are eligible for 24 days leave per year. Additional leave entitlements include Maternity, Paternity and Bereavement leave.

shefali
Director
Tula's Institute, Dehradun



ANNEXURE

S. No.	PARTICULARS
1.	<ul style="list-style-type: none"> • Professional / Educational Certificates. • Payslip of Last 3 Months of previous employment (if applicable). • Relieving Letter from Previous Served Company (if applicable). • Graduation Certificate. • Other relevant educational certifications.
2.	Coloured Scanned Copy of Photographs.
3.	PAN Card and Aadhar card Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Shivaji
Director
Tula's Institute, Dehradun



EMPLOYMENT AGREEMENT

Date: 08-05-2023

saransh .

Appointment: Business Development Associate

Dear saransh ,

At the outset, we welcome you to Skillvertex and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as **Business Development Associate** in our Company with effect from **02-Aug-2023**, subject to the following terms and conditions. This offer of appointment is valid until **27-July-2023** for acceptance. If we do not hear from you by **27-July-2023** i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statutes and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.



- ii. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation. In total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable

6. Notice Periods

Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;



8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

1. NON-SOLICITATION

- i. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- ii. ii. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, iii. shareholder or consultant of the Company, to terminate their employment relationship with the Company.

2. NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your



for the Company without restriction (i.e. you do not have any noncompete obligations or other restrictive clauses with any previous employer). If, after you have started work, we are informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your

qualifications and experience, the Company may terminate your services with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you. During your employment with the Company, you explicitly agree to adhere to and be governed by all the current policies and procedures of the Company, as may be applicable to you.

16. Rules of the company in force and governing law

- i. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- ii. This Employment Agreement shall be governed by the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters hereunder.

17. Leave Entitlement

Employees are eligible for 24 days leave per year. Additional leave entitlements include Maternity, Paternity and Bereavement leave.

Shivaji
Director
Tula's Institute, Dehradun



ANNEXURE

S. No.	PARTICULARS
1.	<ul style="list-style-type: none"> • Professional / Educational Certificates. • Payslip of Last 3 Months of previous employment (if applicable). • Relieving Letter from Previous Served Company (if applicable). • Graduation Certificate. • Other relevant educational certifications.
2.	Coloured Scanned Copy of Photographs.
3.	PAN Card and Aadhar card Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

[Signature]
Director
Tula's Institute, Dehradun



EMPLOYMENT AGREEMENT

Date: 08-05-2023

Yashi Verma

Appointment: Business Development Associate

Dear Yashi Verma,

At the outset, we welcome you to **Skillvertex** and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as **Business Development Associate** in our Company with effect from **02-Aug-2023**, subject to the following terms and conditions. This offer of appointment is valid until **27-July-2023** for acceptance. If we do not hear from you by **27-July-2023** i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statutes and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

Tula's Institute, Dehradun
Director



- ii. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation. in total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable

6. Notice Periods

Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

- I. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;



8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

1. NON-SOLICITATION

- i. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- ii. ii. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, iii. shareholder or consultant of the Company, to terminate their employment relationship with the Company.

2. NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your





for the Company without restriction (i.e. you do not have any noncompete obligations or other restrictive clauses with any previous employer). If, after you have started work, we are informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your

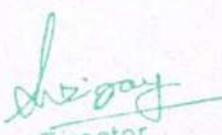
qualifications and experience, the Company may terminate your services with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you. During your employment with the Company, you explicitly agree to adhere to and be governed by all the current policies and procedures of the Company, as may be applicable to you.

16. Rules of the company in force and governing law

- i. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- ii. This Employment Agreement shall be governed by the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters hereunder.

17. Leave Entitlement

Employees are eligible for 24 days leave per year. Additional leave entitlements include Maternity, Paternity and Bereavement leave.


Director
Tula's Institute, Dehradun



ANNEXURE

S. No.	PARTICULARS
1.	<ul style="list-style-type: none"> • Professional / Educational Certificates. • Payslip of Last 3 Months of previous employment (if applicable). • Relieving Letter from Previous Served Company (if applicable). • Graduation Certificate. • Other relevant educational certifications.
2.	Coloured Scanned Copy of Photographs.
3.	PAN Card and Aadhar card Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Shivay
Director
Tula's Institute, Dehradun

OliveBoard Comptech Private Limited
L-147, 2nd floor, Laxmi Chambers, Sector 6, HSR layout, Bengaluru-560102

D
Training and Placement Officer
Tula's Institute, Dehradun

INTERNSHIP LETTER

Date: 01.02.2023

Trainee Name: Rajul Ravi S/O Sh. Pramod Kumar Singh

Designation: Trainee- Data Engineer

Dear: Rajul

We would like to congratulate you are selected for the Internship with Solitaire Infosys Pvt. Ltd, Mohali effective 07.02.2023. All of us at Solitaire are excited that you will be joining our team.

As we discussed, this is a stipend based training during which you will be expected to provide Seven-Eight hours per day through July 2023. In this Period, Company will provide you the stipend of Rs. 8000 per month according to your performance.

Once training is successfully completed and confirmed by the company you will be eligible for placement opportunity in Solitaire Infosys Pvt. Ltd. In which Company will offer you the starting package of Up to 3.0 LPA.

Again, congratulations and we look forward to working with you this coming year.

For more information you can visit the website@www.solitaireinfosys.com and write us on manishasolitaire@slinfty.com

Candidate should report to office as per the below given schedule;

Time: 10:00 AM

Date: 07.02.2023

Thanks & Regards

Manisha

Manager-HR

Email: manishasolitaire@slinfty.com

Skype: manishasolitaire

Contact No: 9915715815

Director
Tula's Institute, Dehradun

Solitaire Infosys Pvt. Ltd

Simple
Creative
Innovative

INDIA (Head Office) :- Plot No : C-110, Industrial Area, Phase-7 Mohali (Pb.) | Ph : 0172 5090856

INDIA (Branch Office) :- SCO 81-82, W-Tower, Above Yes Bank, Leela Bhawan, Patiala (Pb.) | Ph : 0175 5014469

CANADA (Branch Office) :- SUITE 208, 3474-93 STREET NW EDMONTON ALBERTA T6E 6A4, CANADA | (917)-829-3700

US (Corporate Office) :- 24981, OWENS LAKE CIR, LAKE FOREST CA 92630-2522

Training and Placement Officer
Tula's Institute, Dehradun

sopra steria



Abed Barlaskar
Director
Tula's Institute, Dehradoon
706294

Seaview Special Economic Zone,
Building 4, Plot No. 20 & 21. Emergency No.
Sector - 135, Gautam Buddh
Nagar, Noida - 201304 (U.P.)
6003625449

sopra steria



Raunak
Kumar

706323

Shivay

Director
Tula's Institute, Dehradoon

Shivay Special Economic Zone,

Building 4, Plot No. 20 & 21,
Sector - 135, Gautam Buddh
Nagar, Noida - 201304 (U.P.)

Emergency No.:

6201575158



Tarsy Tech Pvt. Ltd

Appointment Letter

Anjali Kumari,

01st Mar, 2023

Muzaffarpur,

Bihar – 842001

Subject: Appointment for designation of Technical (IT) Recruiter Intern.

Dear Ms. Anjali Kumari,

We are pleased to offer you, the position of Technical (IT) Recruiter Intern with TarsyTech Pvt. Ltd. on the following terms and conditions:

1. Commencement of employment

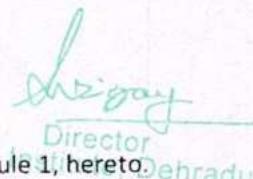
Your employment will be effective, as of 01 Mar, 2023 till 31st May, 2023.

2. Job title

Your job title will be Technical (IT) Recruiter Intern, and you will report to Mr. Ojas Shrivastava, Team Lead.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.


Signature
Director
Tula's Institute, Dehradun

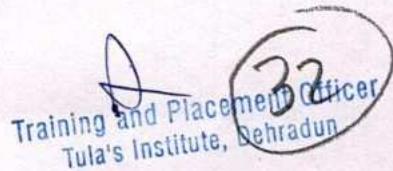
4. Place of posting

You will be posted at Ground Floor, Metro Tower, Vijay Nagar, Indore, Madhya Pradesh - 452010. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.


Training and Placement Officer
Tula's Institute, Dehradun
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Company. The normal working hours are from 9:00 AM to 6:00 PM and you are expected to work not less than 48 Hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

- 6.1 You are entitled to casual leave of 01 days.
- 6.2 You are entitled to 03 working days of paid sick leave.
- 6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Duties and Responsibilities

Identify, recruit, screen, and present good candidates for technology positions, collaborating with hiring managers to set realistic technical requirements.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

do not
Tula's Institute, Dehradun

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 01 months' prior notice in writing or salary in lieu thereof.

For the purpose of this clause, salary shall mean basic salary.

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than 01 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.



TarsyTech Pvt Ltd

Tarsy Tech Pvt. Ltd

learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies,

personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

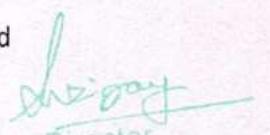
13. Applicability of Company Policy

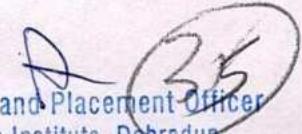
The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court, Madhya Pradesh only.

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.


Director
Tula's Institute, Dehradun


Training and Placement Officer
Tula's Institute, Dehradun



TarsyTech Pvt Ltd

Tarsy Tech Pvt. Ltd

We welcome you, and look forward to receiving your acceptance and to working with you. Also, sign this letter and provide a duplicate copy as an acceptance of the offer.

Yours Sincerely,

Aakash Singh Rana

Director

01st Mar, 2023

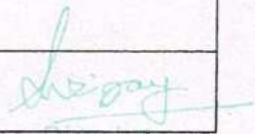
Dr. Dinesh Chandra
Director
Tula's Institute, Dehradun

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.

Schedule I - Compensation Details

Salary Structure

Basic Salary	<u>NIL</u>
House rent allowance	<u>NA</u>
Medical allowance	<u>NA</u>
Leave travel allowance	<u>NIL</u>
Additional Benefits	<u>NA</u>
Performance incentive	<u>NIL</u>
PF Contribution	<u>NA</u>
ESI Contribution	<u>NA</u>
Stock Option	<u>NA</u>
Car	<u>NA</u>
Telephone	<u>NA</u>


Director
Tula's Institute, Dehradun

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.



Tarsy Tech Pvt. Ltd

Appointment Letter

Kanak Sharma,
Bareilly,
Uttar Pradesh – 234001

01st Mar, 2023

Subject: Appointment for designation of Technical (IT) Recruiter Intern.

Dear Ms. Kanak Sharma,

We are pleased to offer you, the position of Technical (IT) Recruiter Intern with TarsyTech Pvt. Ltd. on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 01 Mar, 2023 till 31st May, 2023.

2. Job title

Your job title will be Technical (IT) Recruiter Intern, and you will report to Mr. Ojas Shrivastava, Team Lead.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

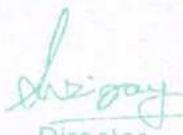
4. Place of posting

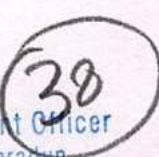
You will be posted at Ground Floor, Metro Tower, Vijay Nagar, Indore, Madhya Pradesh - 452010. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.


Director
Tula's Institute, Dehradun

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Tula's Institute, Dehradun

Company. The normal working hours are from 9:00 AM to 6:00 PM and you are expected to work not less than 48 Hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

- 6.1 You are entitled to casual leave of 01 days.
- 6.2 You are entitled to 03 working days of paid sick leave.
- 6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Duties and Responsibilities

Identify, recruit, screen, and present good candidates for technology positions, collaborating with hiring managers to set realistic technical requirements.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

Signature
Director

10. Termination

- 10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 01 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.

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10.2 You may terminate your employment with the Company, without any cause, by giving no less than 01 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

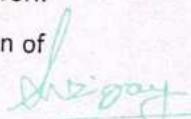
10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

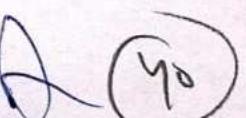
11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be


Director
Tula's Institute, Dehradun

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.



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learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies,

personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

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Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

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Director
Tula's Institute, Dehradun

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court, Madhya Pradesh only.

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.

A. H.
Training and Placement Officer
Tula's Institute, Dehradun



Tarsy Tech Pvt. Ltd

TarsyTech Pvt Ltd

We welcome you, and look forward to receiving your acceptance and to working with you. Also, sign this letter and provide a duplicate copy as an acceptance of the offer.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Aakash Singh Rana".

Aakash Singh Rana

Director

01st Mar, 2023

A handwritten signature in green ink, appearing to read "Shreyas".

Shreyas
Director
Tula's Institute, Dehradun

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.

A circular stamp containing the number '42'. To the left of the circle is a small, stylized signature.

Training and Placement Officer
Tula's Institute, Dehradun

Schedule I - Compensation Details

Salary Structure

Basic Salary	<u>NIL</u>
House rent allowance	<u>NA</u>
Medical allowance	<u>NA</u>
Leave travel allowance	<u>NIL</u>
Additional Benefits	<u>NA</u>
Performance incentive	<u>NIL</u>
PF Contribution	<u>NA</u>
ESI Contribution	<u>NA</u>
Stock Option	<u>NA</u>
Car	<u>NA</u>
Telephone	<u>NA</u>

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Tula's Institute, Dehradun

Address: - 81 Mangal Nagar, Sukhaliya, Near Prime City, Behind Bank Of Baroda, Indore, Madhya Pradesh – 452010.

D CB
Training and Placement Officer
Tula's Institute, Dehradun



Offer: Computer Consultancy
Ref: TCSL/DT20222990292/Delhi
Date: 28/12/2022

Mr. Jay Sharma
Tulas InstituteChakrata Road,
Dhoolkot,
Dehradun-248007,
Uttarakhand.
Tel# 91-9453017387

Dear Jay Sharma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

[Signature]
Director
Tula's Institute, Dehradun

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/DT20222990292

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: +91 11 6650 6655 Fax: +91 11 2331 1735 Website: www.tcs.com

Registered Office: Bhimtal Building, 9th Floor, Narmada Point, Mumbai 400 021
TCS Careers Services: Tel: 022 204 41 111 Email: careers@tcs.com

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Training and Placement Officer
Tula's Institute, Dehradun



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS). *shreyas*
Tula's Institute, Dehradun

HIS offers the following benefits:

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Tata Consultancy Services Limited

5th Floor, PII Building, 4, Parliament Street, New Delhi - 110 001 India

Tel: +91 11 4350 6515 Fax: +91 11 4351 1111 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

Director
Tula's Institute, Dehradun

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TATA CONSULTANCY SERVICES

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5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: +91 11 6650 6555 Fax: +91 11 2331 1735 Website: www.tcs.com

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Training and Placement Officer
Tula's Institute, Dehradun



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 011

1C S Careers Services Office: 1600 209 3115 Email: careers@tcs.com

Director
Tula's Institute, Dehradun 9

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Training and Placement Officer
Tula's Institute, Dehradun



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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Director
Tula's Institute, Dehradun

11

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Training and Placement Officer
Tula's Institute, Dehradun



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Dr. Jayant Patel
Director
Tula's Institute, Dehradun

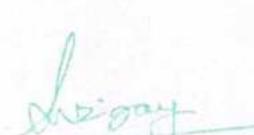
TCS Confidential
TCSL/DT20222990292

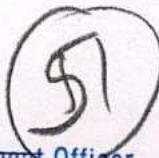
TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 India
Tel: 91 11 6650 6655 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:- Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gwal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 , New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India	


 Director
 Tula's Institute, Dehradun



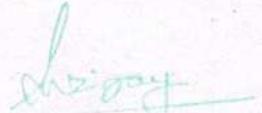


2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names, copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



Director
Tula's Institute, Dehradun



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

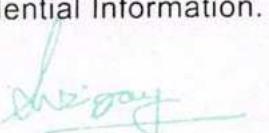
(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


Director
Tula's Institute, Dehradun

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TCSL/DT20222990292

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: +91 11 6626655 Fax: +91 11 2331 1205 Website: www.tcs.com

Registered Office: National Building, 9th Floor, Tulsivan Bhawan, Mumbai 400 001

TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

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Training and Placement Office
Tula's Institute, Dehradun

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- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Anil Gay

Director
Tula's Institute, Dehradun

TCS Confidential
TCSL/DT20222990292

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 Training and Placement Officer
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021 Tula's Institute, Dehradun
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

A
(S)



Dear Vishal Gautam

Date: 19th Feb 2023

With reference to your application seeking opportunity of Internship as an intern in our organisation and your subsequent interview, we are pleased to give you Internship as "**Bootstrap Developer Intern (Front-End)**" in our company on the following terms and conditions:

- 1) You will be paid a consolidated stipend of **Rs.10,000 to Rs. 15,000/-per month**, based on your performance basis and after that it will be increased based on your performance and you are on probation for **15 days**. If you will be terminated during your probation period, the company is not obligated to pay you, but if you continue your work after probation period these 15 days will also be included in a month. No other allowance/allowances as admissible to regular employees will be paid to you.
- 2) Your Internship shall take effect from **24th Feb, 2023**, from office main branch Patna.
- 3) Your Internship period shall be for **6 months** from the date of joining your internship and in case you wish to leave the same for any reason during this period, you have to complete your assigned task and you will give **15 days' notice period in advance or payment in lieu thereof** but if the management is not satisfied with your work & conduct, your internship can be discontinued at any time during your internship period without any notice or payment in lieu thereof.
- 4) The Internship shall stand terminated automatically on its completion without any notice or payment in lieu thereof. However, the management in its sole discretion may extend your internship period for any further period(s) or absorb you on a regular basis subject to the availability of the vacancy and your suitability to the post.
- 5) The management may at its discretion terminate your internship, in case you are incapacitated to perform your work by reason of illness, accident or any other cause.

Shri Jay
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun
SS



0612 7966475



info@uiprocorp.com
www.uiprocorp.com



118/E, Sri Krishna Puri,
Boring Road, Patna - 800001



- 6) The management may at its discretion terminate your internship, in case you are incapacitated to perform your work by reason of illness, accident or any other cause.
- 7) You shall observe punctuality and learn the trade in the working place diligently. On unauthorised absence from duty irrespective of any number of days, your internship shall stand automatically or payment in lieu thereof.
- 8) You shall in all respects be governed by the Rules & Regulations applicable from time to time to your category of internship.
- 9) You will not join any of the organisations of competitors, who are involved in information technology and similar setting up new projects for the similar/same product as of our company at least for three months after the date of separation from Uipro Corporation Private Limited.
Failure on your part to comply with this condition, it shall be construed as breach of trust and fraud and as well as the management will have every right to sue and recover from you the expenses of training incurred on you along with interest.

10) OTHER RULES & REGULATIONS:

- a) Your internship is being made on the basis of your particulars such as qualifications etc. as given by you in your application for internship and in case any information as given by you is found false or incorrect, your internship will be deemed void initio and liable for termination without any notice or stipend in lieu of notice.
- b) You will engage yourself efficiently and diligently to the best of your ability and will devote your whole time to the work of the company and will not engage yourself directly or indirectly either honorary or on remuneration for any service, trade, business, vocation or occupation. You will not take up any freelancing projects during your internship period.

shekhar
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun
56



0612 7966475



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Boring Road, Patna - 800001



- c) During the tenure of internship, you will keep your stipend secret from other members of this organisation.
- d) You will not disclose to any one by word of mouth or otherwise particulars and details of company working, confidential data, technical know-how, administration and/or organisational matters pertaining to the Company which have come to your knowledge in connection with the discharge of your duties or otherwise as an intern in the Company.
- e) In case of breach of any of the above conditions you will be liable for appropriate action.

Please confirm your acceptance of this offer by signing and returning this letter by 22nd Feb, 2023.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kumari Ishika Raj'.

Kumari Ishika Raj
HR
UIPRO Corporation Pvt. Ltd.

Candidate Signature: _____

Candidate Printed Name: _____

Date: _____

A handwritten signature in green ink, appearing to read 'Shreyas'.
Director
Tula's Institute, Dehradun

A handwritten signature in blue ink, appearing to read 'Training and Placement Officer'.
Tula's Institute, Dehradun



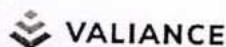
0612 7966475



info@uiprocorp.com
www.uiprocorp.com



118/E, Sri Krishna Puri,
Boring Road, Patna - 800001



31st Oct 2022

To,

Akash Rawat

Dear Akash,

On behalf of Valiance Analytics Pvt Ltd, it is my pleasure to confirm your internship opportunity of an **Intern-Software Engineer** in our company. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **2nd November 2022** failing which this appointment will stand automatically withdrawn.

Location Details

Noida (Initially Remote working)

Compensation: Monthly stipend **Rs. 25,000/-** for 6 months. Following successful completion of **GCP/AWS certification** and **degree submission** in the organization, your salary will be raised to **6.5 lacs**.

Acceptance

Akash, we take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be pleasant and of mutual benefit.

Sincerely,
For, Valiance Analytics Pvt. Ltd.

Kavita Yadav
AVP-HR

Date:

Signed:

I agree to accept employment on the above-mentioned terms and conditions **2nd November 2022**.

Director
Tula's Institute, Dehradun



Kavita - +91-7838577158 | hr@valiancesolutions.com



Suite Number 9, 4th Floor, Tower 1, Okaya Centre B-5 Yoga Nand Marg, near IIM Lucknow campus, Sector 62, Noida, Uttar Pradesh 201309



Training and Placement Officer
Tula's Institute, Dehradun

Scan for more information

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31st October 2022

To,

Nikhil Bharadwaj

Dear Nikhil,

On behalf of Valiance Analytics Pvt Ltd, it is my pleasure to confirm your internship opportunity of an **Intern-Data Engineer** in our company. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **2nd November 2022** failing which this appointment will stand automatically withdrawn.

Location Details

Noida (Initially Remote working)

Compensation: Monthly stipend Rs. 25,000/- for 6 months. Following successful completion of GCP certification and degree submission in the organization, your salary will be raised to 6.5 lacs.

Acceptance

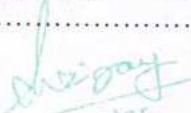
Nikhil, we take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be pleasant and of mutual benefit.

Sincerely,
For, Valiance Analytics Pvt. Ltd.

Kavita Yadav
AVP-HR

Date:

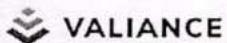
Signed:

I agree to accept employment on the above-mentioned terms and conditions **2nd November 2022**.
Director
Tula's Institute, Dehradun

Kavita - +91-7838577158 | hr@valiancesolutions.com

Suite Number 9, 4th Floor, Tower 1, Okaya Centre B-5 Yoga Nand Marg, near IIM
Lucknow campus, Sector 62, Noida, Uttar Pradesh 201309Scan for more
informationTraining and Placement Officer
Tula's Institute, Dehradun

(59)



1st November 2022

To,

Saurabh Kumar

Dear Saurabh,

On behalf of Valiance Analytics Pvt Ltd, it is my pleasure to confirm your internship opportunity of an **Intern-Software Engineer** in our company. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **2nd November 2022** failing which this appointment will stand automatically withdrawn.

Location Details

Noida (Initially Remote working)

Compensation: Monthly stipend **Rs. 25,000/-** for 6 months. Following successful completion of GCP/AWS certification and degree submission in the organization, your salary will be raised to **6.5 lacs**.

Acceptance

Saurabh, we take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be pleasant and of mutual benefit.

Sincerely,
For, Valiance Analytics Pvt. Ltd.

Kavita Yadav
AVP-HR

Date:

Signed:

I agree to accept employment on the above-mentioned terms and conditions **2nd November 2022**.

Director
Tula's Institute, Dehradun



Kavita - +91-7838577158 | hr@ualiancesolutions.com

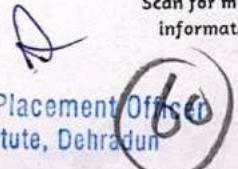


Suite Number 9, 4th Floor, Tower 1, Okaya Centre B-5 Yoga Nand Marg, near IIM
Lucknow campus, Sector 62, Noida, Uttar Pradesh 201309



Scan for more
information

Training and Placement Office
Tula's Institute, Dehradun





info@vebrininfotech.com



www.vebrininfotech.com



+91 7568690969, +65-83830088



23/08/2023

Dear Vaibhav Tewani,

We are pleased to offer you the full-time position of B.A at Vebrin Infotech Private Limited with a start date of 01-09-2023 contingent upon background checks. You will be reporting directly to Subhash Joshi at Office. We believe your skills and experience are an excellent match for our company.

In this role, you will be required to Convert the client, manage the team, Task Management .

The Monthly salary for this position is 30000/- to be paid on a monthly basis by direct deposit between date 15 to 20 every month.

This letter is not a contract or guarantee of employment for a definite amount of time.

Please confirm your acceptance of this offer by signing and returning this letter by 25-08-2023.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

VEBRIN INFO1TECH PVT. LTD.

Director

Director

Tula's Institute, Dehradun

Subhash Joshi

Director

B-3, Spark Tower, Sector 5 Partap Nagar Jaipur, (Rajasthan) – 302033 India
100 Peck Seah Street #08-14 Singapore 079333

Page 1

Training and Placement Officer
Tula's Institute, Dehradun

(6)

Onboarding Formalities: Salesforce Trainee

2 messages

HR AlgoCirrus <hr@algocirrus.com>

Mon, Nov 28, 2022 at 2:50 PM

To: azazahmad2811@gmail.com

Cc: Divasha Chauhan <divasha.chauhan@algocirrus.com>, Ayushi Nagar <ayushi.nagar@algocirrus.com>, crd1@tulas.edu.in, placement@tulas.edu.in

Hi Azaz,

We are glad to inform you that you have cleared the interview procedure for the opening of the **Salesforce Developer Trainee** at our organization, the further details regarding the joining shall be released post the BGV process. As discussed please share the below documents required to initiate the onboarding formalities.

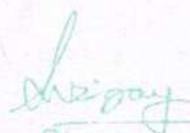
Furthermore, attached below is the Employee Verification Form to be duly filled from your end for documentation purposes. Kindly revert back to us with the filled in copy of the same within 24 hrs so that the documentation formalities can be completed at the earliest.

Kindly attach the following documents:

- Address proof (Aadhar and voter Id)
- Education certificate (10th, 12th and higher education)
- Marksheets
- Certifications, if any
- Training Certificates, if any
- PAN card
- Offer Letter from current/past organization
- Increment Letter(s) from current/past organization
- Salary slips of last 3 months
- Relieving Letter
- In Hand offer letter (If Any)

Also, Please fill out the details below:

Resource Details	To be filled by Candidate
First Name	
Last Name	
Gender	
Pan No.	
Aadhar No.	
Driving License Expiry Date	
Date of Birth (mm/dd/yyyy)	
Education	
Experience	
Relevant Experience(in yrs.)	
Notice Period (in Days)	
Mobile No.	
Personal Email	
Current Location	
EDUCATION QUALIFICATION	
Qualification	
University	
Year Started	
Year Ended	
Status (PASSED/ FAILED)	
COMPANY DETAILS	
Previous Company	


 Director
 Tula's Institute, Dehradun


 Training and Placement Officer
 Tula's Institute, Dehradun

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Onboarding Formalities : Salesforce Trainee

2 messages

HR AlgoCirrus <hr@algocirrus.com>

Mon, Nov 28, 2022 at 2:52 PM

To: sandeep.2020012012@tulas.edu.in

Cc: crd1@tulas.edu.in, placement@tulas.edu.in, Divasha Chauhan <divasha.chauhan@algocirrus.com>, Ayushi Nagar

<ayushi.nagar@algocirrus.com>

Hi Sandeep,

We are glad to inform you that you have cleared the interview procedure for the opening of the **Salesforce Developer Trainee** at our organization, the further details regarding the joining shall be released post the BGV process. As discussed please share the below documents required to initiate the onboarding formalities.

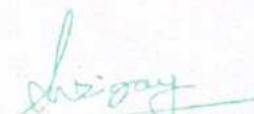
Furthermore, attached below is the Employee Verification Form to be duly filled from your end for documentation purposes. Kindly revert back to us with the filled in copy of the same within 24 hrs so that the documentation formalities can be completed at the earliest.

Kindly attach the following documents:

- Address proof (Aadhar and voter Id)
- Education certificate (10th, 12th and higher education)
- Marksheets
- Certifications, if any
- Training Certificates, if any
- PAN card
- Offer Letter from current/past organization
- Increment Letter(s) from current/past organization
- Salary slips of last 3 months
- Relieving Letter
- In Hand offer letter (If Any)

Also, Please fill out the details below:

Resource Details	To be filled by Candidate
First Name	
Last Name	
Gender	
Pan No.	
Aadhar No.	
Driving License Expiry Date	
Date of Birth (mm/dd/yyyy)	
Education	
Experience	
Relevant Experience(in yrs.)	
Notice Period (in Days)	
Mobile No.	
Personal Email	
Current Location	
EDUCATION QUALIFICATION	
Qualification	
University	
Year Started	
Year Ended	
Status (PASSED / FAILED)	
COMPANY DETAILS	
Previous Company	


 Director
 Tula's Institute, Dehradun


 Training and Placement Officer
 Tula's Institute, Dehradun



Appsinvo Pvt Ltd.

Address: B-25, Sector-2
Noida - 201301, U.P, India
Ph: +919971531430
Web: www.AppsInvo.com

Date: December 04, 2023

OFFER LETTER

Dear Priya Singh,

Based on your interview with us and subsequent discussions, we are pleased to offer you the position of "Nodejs Developer" in our organization on the following terms and conditions:

1. Your annual gross salary along with the break-up of salary and benefits is attached herewith in **Annexure A**.
2. You are required to join us on or before **December 04, 2023** at 09:30 AM, failing which this offer will be treated as canceled.
3. You will be based at our Noida office in India.
4. This offer is contingent upon your providing us the copies of the documents requested by the Human Resources personnel on or before your date of joining.
5. Without Prejudice, please note that Appsinvo Pvt. Ltd. reserves the right to withdraw this offer made to you, before receipt of your acceptance of the same, without providing any reasons to you.
6. If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, in such a case, your services with the company will be liable to termination.
7. As discussed, we will be having 1.5 years of contract with you.
8. Employees recruitment is subject to termination without cause if any representations made by them to the company during or after the hiring process are later found to be false, if they are discovered to have willfully withheld any relevant information, if their performance fails to meet expectations, or they are found to have violated any clauses relating to other work, confidential information or employment bonds.

We welcome you at Appsinvo and look forward to a long and mutually beneficial association.

Yours Faithfully,
Anjali Negi
Human Resource

Dr. Zoya

Director

Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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Fwd: Aspirefox Offer Letter- Abhijeet Bharti

3 messages

Ekta Mahajan <amy.mahajan5@gmail.com>
To: Tulas Placement <placement@tulas.edu.in>

Tue, Nov 1, 2022 at 4:42 PM

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

From: Aspirefox (HR) <hr@aspirefox.com>
Date: Fri, Oct 28, 2022, 12:50
Subject: Aspirefox Offer Letter- Abhijeet Bharti
To: <amy.mahajan5@gmail.com>

Dear Abhijeet Bharti,

We are pleased to offer you the position of **Software Developer Trainee** at **Aspirefox** with a start date on **10/11/2022** located at **Sector-75, Mohali, Punjab** as per the terms and conditions discussed and mutually agreed upon during the Interview. We believe your skills and experience are an excellent match for our company.

Terms and Conditions:

- Students will have their training period for 6 months.
- There will be a Service Agreement for 2 years from the date of joining.
- In case of breach of the Service Agreement, the company has the right to avail of compensation as per company policy as already informed and mentioned via cheque of amount (one year salary) which needs to be submitted at the time of joining. We can discuss alternative options if students have difficulties in submitting cheques.

The student requested to submit the following documents to complete procedural formalities at the time of Joining.

(Original for our Perusal and Return):-

1. Two recent photographs (Passport size).
2. Copy of your Resume.
3. Copy of PAN & AADHAR Card.
4. Copy of Bank Passbook.
5. 10th & 12th Mark sheet
6. Degree Certificate / Copy of Detailed Mark Sheets (DMC's)
7. Experience Certificate [If any]
8. Last salary slip or salary certificate. [If any]

Please share your acceptance till Monday along with the confirmation of how you are going to sign the Agreement .

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

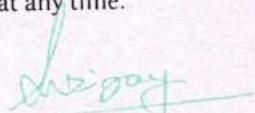
-
Gagandeep Kaur

HR Generalist- Aspirefox

M: +91-7696173713

E: hr@aspirefox.com

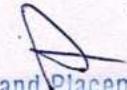
W: <http://www.aspirefox.com/>


Director
Tula's Institute, Dehradun

Tulas Placement <placement@tulas.edu.in>
To: Sachin Kumar <sachin.kumar@tulas.edu.in>

[Quoted text hidden]

Tue, Nov 1, 2022 at 5:05 PM


Training and Placement Officer
Tula's Institute, Dehradun

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Aspirefox - Offer Letter Achyut Shah

2 messages

crd1 Tulas <crd1@tulas.edu.in>
To: Tulas Placement <placement@tulas.edu.in>

Sat, Jun 4, 2022 at 3:45 F

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

From: **Aspirefox (HR)** <hr@aspirefox.com>
Date: Wed, 25 May 2022, 5:34 p.m.
Subject: Aspirefox - Offer Letter Achyut Shah
To: crd1 Tulas <crd1@tulas.edu.in>

Dear Achyut Shah ,

We are pleased to offer you the position of **Software Developer Trainee** at **Aspirefox** with a start date on **01/07/2022** located **Sector-75, Mohali, Punjab** as per the terms and conditions discussed and mutually agreed upon during the Interview. We believe your skills and experience are an excellent match for our company.

The student requested to submit the following documents to complete procedural formalities at the time of Joining.

(Original for our Perusal and Return):-

1. Two recent photographs (Passport size).
2. Copy of your Resume.
3. Copy of PAN & AADHAR Card.
4. Copy of Bank Passbook.
5. 10th & 12th Mark sheet
6. Degree Certificate / Copy of Detailed Mark Sheets (DMC's)
7. Experience Certificate [If any]
8. Last salary slip or salary certificate. [If any]

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

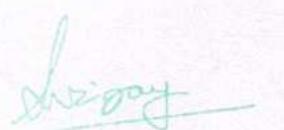
Gagandeep Kaur

HR Generalist- Aspirefox

M: +91-7696173713

E: hr@aspirefox.com

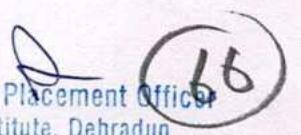
W: <http://www.aspirefox.com/>


Director
Tula's Institute, Dehradun

Tulas Placement <placement@tulas.edu.in>
To: Sachin Kumar <sachin.kumar@tulas.edu.in>

Wed, Jun 15, 2022 at 12:57 PM

[Quoted text hidden]


Training and Placement Officer
Tula's Institute, Dehradun

16

Offer Letter

Letter No: 2020-21/ASP/0045/01

Dated: 28/10/2022

Dear Mr. Praveen Singh,

We are pleased to offer you the position of Software Trainee at AspireFox with a start date on November 15, 2022 located at Sector-75, Mohali, Punjab as per the terms and conditions discussed and mutually agreed upon during the Interview. We believe your skills and experience are an excellent match for our company.

You are requested to submit the following documents to complete procedural formalities at the time of Joining.

(Original for our Perusal and Return):-

1. Two recent photographs (Passport size).
2. Copy of your Resume.
3. Copy of PAN & AADHAR Card.
4. Copy of Bank Passbook.
5. 10th & 12th Mark sheet.
6. Degree Certificate / Copy of Detailed Mark Sheets (DMC's)

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,

Nikhil Vasdev
Partner
AspireFox

Director
Tula's Institute, Dehradun

Web Development
Mobile Development
Cloud Services

GR Tower, 2nd Floor
Sector-75, Mohali, Punjab

Training and Placement Officer
Tula's Institute, Dehradun

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Aspirefox - Offer Letter Tenzin Gayche

2 messages

crd1 Tulas <crd1@tulas.edu.in>
To: Tulas Placement <placement@tulas.edu.in>

Sat, Jun 4, 2022 at 3:44 F

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

From: **Aspirefox (HR)** <hr@aspirefox.com>
Date: Wed, 25 May 2022, 5:35 p.m.
Subject: Aspirefox - Offer Letter Tenzin Gayche
To: crd1 Tulas <crd1@tulas.edu.in>

Dear **Tenzin Gayche**,

We are pleased to offer you the position of **Software Developer Trainee** at **Aspirefox** with a start date on **01/07/2022** located at **Sector-75, Mohali, Punjab** as per the terms and conditions discussed and mutually agreed upon during the Interview. We believe your skills and experience are an excellent match for our company.

The student requested to submit the following documents to complete procedural formalities at the time of Joining.

(Original for our Perusal and Return):-

1. Two recent photographs (Passport size).
2. Copy of your Resume.
3. Copy of PAN & AADHAR Card.
4. Copy of Bank Passbook.
5. 10th & 12th Mark sheet
6. Degree Certificate / Copy of Detailed Mark Sheets (DMC's)
7. Experience Certificate [If any]
8. Last salary slip or salary certificate. [If any]

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

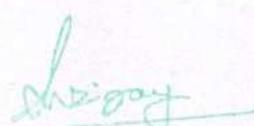
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Gagandeep Kaur

HR Generalist- Aspirefox

M: +91-7696173713

E: hr@aspirefox.com

W: <http://www.aspirefox.com/>


Gagandeep Kaur
Director
Tula's Institute, Dehradun

Tulas Placement <placement@tulas.edu.in>
To: Sachin Kumar <sachin.kumar@tulas.edu.in>

Wed, Jun 15, 2022 at 12:57 PM

[Quoted text hidden]


Training and Placement Office
Tula's Institute, Dehradun



Offer Letter

Letter No: 2020-21/ASP/0043/01

Dated: 28/10/2022

Dear Mr. Vikrant Rathore,

We are pleased to offer you the position of Software Trainee at Aspirefox with a start date on November 10, 2022 located at Sector-75, Mohali, Punjab as per the terms and conditions discussed and mutually agreed upon during the Interview. We believe your skills and experience are an excellent match for our company.

You are requested to submit the following documents to complete procedural formalities at the time of Joining.

(Original for our Perusal and Return):-

1. Two recent photographs (Passport size).
2. Copy of your Resume.
3. Copy of PAN & AADHAR Card.
4. Copy of Bank Passbook.
5. 10th & 12th Mark sheet.
6. Degree Certificate / Copy of Detailed Mark Sheets (DMC's)

We are excited to have you join our team! If you have any questions, please free to reach out at any time.

Sincerely,

Nikhil Vasdev
Partner
AspireFox

Director
Tula's Institute, Dehradun

**Web Development
Mobile Development
Cloud Services**

Training and Placement Officer
Sector-7, Tula's Institute, Dehradun
Punjab - 160055

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Internship Offer Letter

Date: 31st Jan, 2022

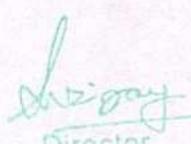
Dear Luit Dusad,

I am delighted & excited to welcome you to Automateazy as Intern Web Developer. At Automate Easy Education & Services Pvt. Ltd. we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with us. Your offer will be governed by the terms and conditions presented in the Annexure A.

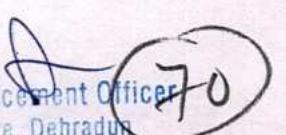
We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Sanjeev Singh
CEO & Founder
Automateeasy Education & Services Pvt. Ltd.


Director
Tula's Institute, Dehradun

Office Address: 813, Ocus Quantum Mall, Sector-51, Gurgaon, Haryana, 122003
CIN: U80301TN2021PTC142119 | Email: help@automateazy.com | Web: www.automateazy.com


Training and Placement Officer
Tula's Institute, Dehradun

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Under normal circumstances either the company or you may terminate this association by providing a notice of 15 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.

You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.

Automate Easy Education & Services Pvt. Ltd. is a start-up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity, hard work and expect appreciation & rewards to follow.

List of Documents - After accepting the offer, please submit us a copy of your resignation from a previous organization.

On the day of your joining you are required to submit the following:

IDENTITY/ADDRESS PROOFS:

- Aadhar Card
- PAN Card
- Voter Card
- Passport
- Driving License

EDUCATIONAL QUALIFICATION:

- Secondary Certificates
- Higher Secondary Certificates
- Graduation
- Post-Graduation
- M.Phil/Ph.D.



Director
Tula's Institute, Dehradun

BISHT BROTHERS

CHAKRATA ROAD, RASOOLPUR
VIKASNAGAR-248198
DISTT. DEHRADUN (U.K.)
PH. 01360-250877
Mob. 9412152243

=MRF TYRES= EXCLUSIVE DEALER

11/03/2023

Offer Letter

Dear Nabhanshu,

Congratulations! We are pleased to confirm that you have been selected to work for Bisht Brothers. We are delighted to make you the following job offer.

The position we are offering you is that of **Assistant Accountant** at a monthly salary of 20000 with an annual cost to company of 300000 INR.

We would like you to start work on 15/03/2023. Please report to Mr. Pooran Singh for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our facility in which you may be required to produce your documents.

Please sign the enclosed copy of this letter and return it to me by 13/03/2023 to indicate your acceptance of this offer.

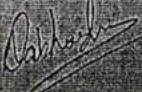
We are confident you will be able to make a significant contribution to the success of Bisht Brothers and look forward to working with you.

Sincerely,

Mr. Pooran Singh
Bisht Brothers

For BISHT BROTHERS
Pooran Singh
Partner

Accepted by,
Nabhanshu







CARTPARCEL PVT.LTD

<https://cartparcel.com>

Reg.:17744/2529/2077/068
PAN:107506634

Date : 25 Jun 2022

Offer Letter

Dear Ms. Ragini Ray

Congratulations! We are pleased to confirm that you have been selected to work for Cartparcel PVT. LTD. We are delighted to make you the following job offer.

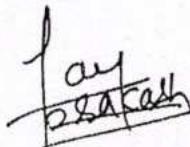
The position we are offering you is that of Frontend Developer at a monthly salary of NRs. 30,000 with an annual cost to company NRs. 3.6 LPA. This position reports to Mr. Jay Praksash Ray. Your working hours will be from 10:00 A.M TO 6:00 P.M (it may vary sometimes), Sunday to Friday(Saturday are Off).

We would like you to start work on 24th-Jul-2022 at 10:30 AM. The first 7/14 days will be your observation period, your salary will be counted from 7th Aug 2022. Please report to the HUMAN RESOURCE DEPARTMENT, for documentation and orientation. If this date is not acceptable, contact me immediately.

We are confident you will be able to make a significant contribution to the success of our CARTPARCEL PVT.LTD and look forward to working with you.

Regards


Director
Tula's Institute, Dehradun



Jay Prakash Ray
Business Manager

 Phone
9807872075

 Mail
cartparcel@gmail.com

 Address Training and Placement Officer
Janakpur-9, Madhesh
Pradesh, Nepal


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ChicMic Technologies LLP

F-273, Phase VIII-B
Industrial Focal Point,
Mohali, SAS Nagar,
Punjab - 160071

Contd/0922

Training Offer letter

Dated: 19th September 2022

Dear Ayush Kumar,

This has reference to your selection at ChicMic. We are pleased to extend you this offer letter for the position of "**Associate Software Developer**" at ChicMic Technologies LLP. You will be posted at our office located at F-273, Phase VIII-B, Industrial Focal Point, Mohali, Punjab - 160071

Your net package will be between **INR 4 LPA to 5 LPA** which will purely be based on your performance during your training period.

1. Please note that this offer is subject to fulfillment of the following conditions by you:
 - a. Completion of degree and submission of degree marks sheet and/or certificate of other documents, as may be required by the company.
 - b. Completion of 6 months industrial training as part of the course curriculum at our office in Mohali.
 - c. Selection for job based on performance in training which will be conveyed at the time of completion of training.
2. This offer letter is purely based on the information / documents provided by you. In case of any discrepancy / information found untrue or the results of the background checks are found not to be favorable to the company, the company has the right to withdraw the offer/terminate the service during your employment without notice without any liability whatsoever.
3. You will be joining as a Trainee during the 1st 6 months of industrial training as part of your course curriculum. The stipend during the training is **INR 8,000/-** per month. The company may in its sole discretion extend your training period based on your performance, conduct and/or other factors as the company may deem fit. You shall continue to be on training, till your services are confirmed and notified by the company in writing.

www.chicmic.in

+911724624422


Training and Placement Officer
Tula's Institute, Dehradun




ChicMic Technologies LLP

F-273, Phase VIII-B
Industrial Focal Point,
Mohali, SAS Nagar,
Punjab - 160071

Harneet Kaur

HR Manager

Dated: 19th September 2022

Ayush Kumar

Trainee

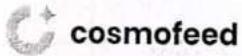
Dated:

Director
Tula's Institute, Dehradun

www.chicmic.in
+91 1724624422

Training and Placement Officer
Tula's Institute, Dehradun

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Cosmofeed

Build - Manage - Monetise - Grow

No. 20, 4th Floor, Vishnu Towers, 9th Cross, ITI Layout, JP Nagar 1st Phase, Bangalore 560078

Legal Name: Stella Shared Spaces Private Limited CIN: U74999KA2019PTC121964

Date: 06th February, 2023

Subject: Letter of Intent

Mr. Priyanshu Singh,

This has reference to the conservation Mr. Vishnu Pathak had with you. We are pleased to offer you the position of "Associate Software Developer Intern" as per the terms and conditions discussed.

We take this opportunity to welcome you to Cosmofeed and look forward to a long and mutually beneficial association.

A formal letter of appointment will be issued to you at the time of joining. Kindly sign the copy of the offer as a token of your acceptance and send us a signed copy.

Emoluments and terms:

1. Your monthly stipend will be of INR 10,000/- per month as an SDE Intern.
2. You will be working from Gurugram office and your internship will be on 3 months.
3. You will directly report to Mr.Vishnu Pathak.

You are kindly requested to send us a copy of the resignation letter from the current employer as soon as possible, if applicable.

Your joining date is 07th February, 2023.

Yours sincerely,

Arushi Dubey
HR Specialist
Cosmofeed
9425963902

Priyanshu Singh
Director
Tula's Institute, Dehradun

Start exploring and
monetising right away.





Crest Venue and Entertainment Software

Pvt. Ltd.

(A 100% subsidiary of

www.247software.com) Lalani Quantum,

Office No. 201, 2nd Floor, Bavdhan Budruk ,

Pune - 411021

Appointment Letter

27-September-2022

Dear Ankit Chadda,
E-mail : ankitchadda285@gmail.com
Mobile : 9760244277

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00AM to 6:00PM everyday except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022 you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be Rs.2,40,130/- per annum consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to 8,00,000/- per annum from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 Months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by **27th September 2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,

A handwritten signature of Prasad Suman is placed next to a circular company seal.
The circular seal contains the company name "Crest Venue and Entertainment Software Pvt. Ltd." repeated twice around the perimeter, with a small star symbol in the center.

Prasad Suman
Senior Manager - HR

A handwritten signature of the Director of Tula's Institute, Dehradun, is present above the title.

Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

A large handwritten number "77" is circled at the bottom right of the page.



Crest Venue and Entertainment Software
Pvt. Ltd.

(A 100% subsidiary of
www.247software.com) Lalani Quantum,
Office No. 201, 2nd Floor, Bavdhan Budruk,
Pune - 411021

time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

5. 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.

6. 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.

7. 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.

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

9. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions 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.

10. 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, formula, 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.

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

12. 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.

Training and Placement Officer
Tula's Institute, Dehradun
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Crest Venue and Entertainment Software
Pvt. Ltd.
(A 100% subsidiary of
www.247software.com) Lalani Quantum,
Office No. 201, 2nd Floor, Bavdhan Budruk ,
Pune - 411021

Flexible Pay Annexure

COMPONENT NAME	DESCRIPTION	MAXIMUM MONTHLY CONTRIBUTION	MAXIMUM YEARLY CONTRIBUTION
Meal Card	Towards expenses for meals/food	2200	26400
Books and Periodicals	Covers expenses towards books, periodicals, journals related to professional development	3000	36000
Fuel and Vehicle Maintenance	Includes expenses for vehicle insurance, vehicle servicing and fuel	A) 1,600 for 2wheelers B) 1,800 for cars with engine capacity less than 1.6L C) 2,400 for cars with engine capacity more than 1.6L	A) 1920 0 B) 2160 0 C) 28800
Telephone and Internet Allowance	Towards expenses for phone and internet usage for work purposes only	3000	36000
Child Education	Children's education expenditure	200	2400
Professional Pursued Reimbursement	Any amount spent & reimbursement claimed by employee for academic research or other professional pursuits including training, short term / online course etc.	2000	24000
LTA	For expenses towards holiday travel within India for employee and immediate family. The exemption is available only on the actual travel costs i.e., the air, rail or bus fare incurred.	2 times of monthly basic divided by 12	2 times of monthly basic

[Signature]
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun
[Signature] 79



Crest Venue and Entertainment Software
Pvt. Ltd.
(A 100% subsidiary of
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Office No. 201, 2nd Floor, Bavdhan Budruk ,
Pune - 411021

D) Referral Bonus:

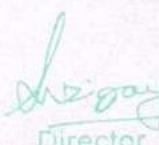
Any Associate will be eligible for a Referral Bonus in case the candidate referred is selected and stays with 24/7 for 3 months. Only solicited Referrals will be considered.

Software Engineer / Senior Software Engineer – Rs. 25000/- per
referral Expert Software Engineer and above – Rs. 50000/- per
referral

E) We pay, you own:

The company's ownership of the Laptop allocated to you at the time of joining will be transferred to you after you complete Two (2) years with the company.

Disclaimer: In the event that you are serving a notice period before completing Two (2) years, you will not be eligible for Benefit E.



Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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Crest Venue and Entertainment Software Pvt. Ltd.
(A 100% subsidiary of www.247software.com)
Lalani Quantum, Office No. 201, 2nd Floor,
Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

Appointment Letter

27-September-2022

Dear Deepika Kumari,
E-mail : deepika.201904055@tulas.edu.in
Mobile : 7061372764

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00 AM to 6:00 PM every day except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022 you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be **Rs.2,40,130/- per annum** consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to **8,00,000/- per annum** from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 Months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by **27th September 2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,



The signature of the Director, followed by the title "Director" and the name "Tula's Institute, Dehradun".

Prasad Sumant
Senior Manager - HR

The signature of the Training and Placement Officer, followed by the title "Training and Placement Office" and the name "Tula's Institute, Dehradun". A large circled number "81" is positioned to the right of the signature.



Crest Venue and Entertainment Software Pvt. Ltd.
(A 100% subsidiary of www.247software.com)
Lalani Quantum, Office No. 201, 2nd Floor,
Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

5. 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.

6. 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.

7. 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.

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

9. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions 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.

10. 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, formula, 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.

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

12. 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.

Arvay
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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Crest Venue and Entertainment Software Pvt. Ltd.
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Lalani Quantum, Office No. 201, 2nd Floor,
Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

ANNEXURE TO THE OFFER OF APPOINTMENT

Name : Deepika Kumari
Designation : Associate Software Engineer
Location : Pune
Date of Joining : 6th October 2022

The breakup of the Monthly Cost to the Company :

Monthly Earnings

Basic Salary	15000
House Rent Allowance	2638
Flexible Pay#	0
Gross (A)	17638
Net*	15506

Monthly Deductions

Profession Tax	200
Employee Provident Fund**	1800
Employee State Insurance	132
Tax Deducted at Source	As applicable
Total Deductions	2132

*Net is exclusive of "Tax Deducted at Source"

Annual Cost to the Company

Total Earnings (A*12)	211651
Joining Bonus (B) #	0
Employer Provident Fund (C)	21600
Employer ESI (D)	6879
Total CTC (A+B+C+D)	240130

#Joining Bonus : Joining bonus is one-time and will be paid after the completion of 4 months from the joining date with the monthly payroll cycle. You should be on the payroll of the company and should not be serving a notice period at the time of disbursement.

^Flexible Pay: Please refer "Flexible Pay Annexure" on the next page to understand the various components under Flexible Pay. You can avail of Tax Benefits to the extent of the amount allocated on submitting valid proofs. Please note, Flexible Pay components are fixed.

****Note:** You also have an option to Voluntarily increase the Employee's share of monthly PF contribution.

Sincerely,

Prasad Sumant
Senior Manager – HR



Shivay
Director
Tula's Institute, Dehradun

Training and Placement Office
Tula's Institute, Dehradun



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Benefits

A) Leave Entitlement and Paid Holidays :

1) Privilege Leave :

21 days of Privilege Leave per calendar year will be allowed on a pro-rata basis i.e. 1.75 per month. A maximum of 13 days of unused leave will be carried forward each year. Maximum accumulation of leaves will be allowed for up to 45 days. Any unused privilege leave above 45 days as of 31st December will lapse. Accumulated leaves will be en-cashed calculated at the rate of basic salary at the time of separation due to resignation.

2) Paternity Leave : 5 days

3) Marriage Leave : 5 days

4) Maternity leave as per Law : 182 days

Paid Holidays :

12 holidays in a calendar year

B) Mediclaim :

A) Mediclaim for Family : You will be eligible for a Mediclaim policy worth Rs. 5,00,000/- per annum. It covers Self, Spouse, and 4 Children. It also includes below benefits :

Personal Accident Insurance : As per the policy

Free online consultation round the clock (Video / Chat / Call) with General practitioners for you, Spouse and Children.

B) Mediclaim for Parents OR In-Laws : Your Parents or In-Laws will be eligible for a Mediclaim policy worth Rs. 3,00,000/- per annum.

C) Certification Reimbursement :

Up to 15,000/- yearly after every completed year with 24/7 Software. It has to be pre-approved by the Senior Engineering Manager. Approval will be on case to case basis and the certification has to be mutually beneficial to the organization and associate both.

Disclaimer: You should not be serving a notice period at the time of disbursement.



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Pune - 411021

Appointment Letter

27-September-2022

Dear Kishan Kumar,
E-mail : vivekanandkishan123@gmail.com
Mobile : 9334584458

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00AM to 6:00PM everyday except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022 you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be **Rs.2,40,130/- per annum** consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to **8,00,000/- per annum** from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by **27th September 2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,

Prasad Sumant
Director
Tula's Institute, Dehradun

Prasad Sumant



Training and Placement Office
Tula's Institute, Dehradun

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Pvt. Ltd.
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Office No. 201, 2nd Floor, Bavdhan Budruk,
Pune - 411021

Employment Terms:

1. This offer of appointment is valid only till the date of joining you have accepted and committed as above and it will automatically cease in the event of your not joining us by the said date.

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

2.1 Either party may terminate the services with 2 months' notice without assigning reasons.

2.2 Notice period is meant to ensure completion of jobs already taken, transfer ongoing jobs, smooth transition and provide for time to get a 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 without demur, and on-demand, a sum not exceeding 2 (two) months basic Salary 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. The employer may, at its discretion, waive off full or partial notice period.

2.3 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:

2.3.1 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.

2.3.2 You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude.

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

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

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

4. 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



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Pune - 411021

13. We request you to produce proof of age, relieving letter from the previous employers, educational certificates, 2 passport-size photographs, PAN, Aadhaar, Temporary Address, and proof of last drawn salaries in the form of a Bank Statement for our records. It can be submitted in digital format.

14. You are requested to share references from your past 3 employments. References can be you immediate supervisors or higher ups and Human Resources Manager per employment.

15. 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.

16. You shall be governed from time to time by the laws of the land as applicable to an employee in the company's service.

17. As a 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.

We have pleasure in welcoming you and look forward to a mutually meaningful association.

For Crest Venue and Entertainment Software Pvt. Ltd.,

A handwritten signature in black ink, appearing to read "Prasad Sumant". To its right is a circular company seal with the text "Crest Venue and Entertainment Software Pvt. Ltd." around the perimeter and "Tula's Institute" in the center.

Prasad Sumant
Senior Manager -
HR

Appointment letter is enclosed in duplicate and you are requested to sign the duplicate copy of the appointment letter.

I have read and understood and accepted the terms and conditions of employment.

Accepted by,

A handwritten signature in black ink, appearing to read "Parthana Singh".

A handwritten signature in blue ink, appearing to read "sheoay". Below it, the text "Director" and "Tula's Institute, Dehradun" is printed in green ink.

Training and Placement Officer
Tula's Institute, Dehradun

A handwritten signature in black ink, appearing to read "82".



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Benefits

A) Leave Entitlement and Paid Holidays:

1) Privilege Leave:

21 days of Privilege Leave per calendar year will be allowed on a pro-rata basis i.e. 1.75 per month. A maximum of 13 days of unused leave will be carried forward each year. Maximum accumulation of leaves will be allowed for up to 45 days. Any unused privilege leave above 45 days as of 31st December will lapse. Accumulated leaves will be en-cashed calculated at the rate of basic salary at the time of separation due to resignation.

2) Paternity Leave : 5days

3) Marriage Leave : 5days

4) Maternity leave as per Law : 182days

Paid Holidays :

12 holidays in a calendar year

B) Mediclaim :

A) Mediclaim for Family : You will be eligible for a Mediclaim policy worth Rs. 5,00,000/- per annum. It covers Self, Spouse, and 4 Children. It also includes below benefits:

Personal Accident Insurance : As per the policy

Free online consultation round the clock (Video / Chat / Call) with General practitioners for you, Spouse and Children.

B) Mediclaim for Parents OR In-Laws : Your Parents or In-Laws will be eligible for a Mediclaim policy worth Rs. 3,00,000/- per annum.

C) Certification Reimbursement:

Up to 15,000/- yearly after every completed year with 24/7 Software. It has to be pre-approved by the Senior Engineering Manager. Approval will be on case to case basis and the certification has to be mutually beneficial to the organization and associate both.

Disclaimer: You should not be serving a notice period at the time of disbursement.



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Lalani Quantum, Office No. 201, 2nd Floor,
Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

Appointment Letter

27-September-2022

Dear Meenakshi Gautam,
E-mail : meenakshigautam1008@gmail.com
Mobile : 9557910949

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00 AM to 6:00 PM every day except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022, you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be Rs.2,40,130/- per annum consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to 8,00,000/- per annum from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 Months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by 27th September 2022 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,


Director
Tula's Institute, Dehradun

Prasad Sumant
Senior Manager - HR

Training and Placement Officer
Tula's Institute, Dehradun
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Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

5. 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.

6. 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.

7. 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.

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

9. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions 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.

10. 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, formula, 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.

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

12. 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.

Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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Bavdhan Budruk, Pune - 411021
CIN : U74999PN2017FTC171518

ANNEXURE TO THE OFFER OF APPOINTMENT

Name : Meenakshi Gautam
Designation : Associate Software Engineer
Location : Pune
Date of Joining : 6th October 2022

The breakup of the **Monthly Cost** to the Company :

Monthly Earnings

Basic Salary	15000
House Rent Allowance	2638
Flexible Pay#	0
Gross (A)	17638
Net*	15506

Monthly Deductions

Profession Tax	200
Employee Provident Fund**	1800
Employee State Insurance	132
Tax Deducted at Source	As applicable
Total Deductions	2132

*Net is exclusive of "Tax Deducted at Source"

Annual Cost to the Company

Total Earnings (A*12)	211651
Joining Bonus (B) #	0
Employer Provident Fund (C)	21600
Employer ESI (D)	6879
Total CTC (A+B+C+D)	240130

#Joining Bonus : Joining bonus is one-time and will be paid after the completion of 4 months from the joining date with the monthly payroll cycle. You should be on the payroll of the company and should not be serving a notice period at the time of disbursement.

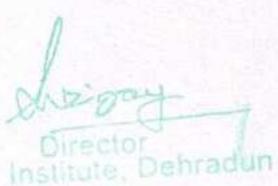
^Flexible Pay: Please refer "Flexible Pay Annexure" on the next page to understand the various components under Flexible Pay. You can avail of Tax Benefits to the extent of the amount allocated on submitting valid proofs. Please note, Flexible Pay components are fixed.

**Note: You also have an option to Voluntarily increase the Employee's share of monthly PF contribution.

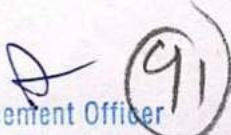
Sincerely,




Prasad Suman
Senior Manager – HR


Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun


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Benefits

A) Leave Entitlement and Paid Holidays :

1) Privilege Leave :

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C) Certification Reimbursement :

Up to 15,000/- yearly after every completed year with 24/7 Software. It has to be pre-approved by the Senior Engineering Manager. Approval will be on case to case basis and the certification has to be mutually beneficial to the organization and associate both.

Disclaimer: You should not be serving a notice period at the time of disbursement.

shegoy
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun



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www.247software.com) Lalani Quantum,

Office No. 201, 2nd Floor, Bavdhan Budruk ,

Dates - 11/10/21

Appointment Letter

27-September-2022

Dear Prarthana Singh,
E-mail : prarthana120901@gmail.com
Mobile : 7668606329

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00 AM to 6:00 PM everyday except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022 you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be Rs.2,40,130/- per annum consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to 8,00,000/- per annum from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 Months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

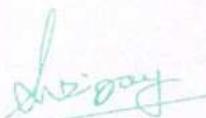
Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by **27th September 2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,




Prasad Suman
Senior Manager - HR


Director
Tula's Institute, Dehradun


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Training and Placement Officer
Tula's Institute, Dehradun



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D-111004

time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

5. 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.

6. 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.

7. 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.

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

9. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions 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.

10. 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, formula, 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.

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

12. 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.



Prarthana
Singh Date:
27/09/2022

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Dadar - 441021

A handwritten signature in black ink, appearing to read "Dr. Dayal".
Director
Tula's Institute, Dehradun

A handwritten signature in black ink, appearing to read "A. S. Choudhary".
95
Training and Placement Officer
Tula's Institute, Dehradun



Crest Venue and Entertainment Software Pvt. Ltd.

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Office No. 201, 2nd Floor, Bavdhan Budruk,

Phone: 444001

Flexible Pay Annexure

COMPONENT NAME	DESCRIPTION	MAXIMUM MONTHLY CONTRIBUTION	MAXIMUM YEARLY CONTRIBUTION
Meal Card	Towards expenses for meals/food	2200	26400
Books and Periodicals	Covers expenses towards books, periodicals, journals related to professional development	3000	36000
Fuel and Vehicle Maintenance	Includes expenses for vehicle insurance, vehicle servicing and fuel	A) 1,600 for 2wheelers B) 1,800 for cars with engine capacity less than 1.6L C) 2,400 for cars with engine capacity more than 1.6L	A) 1920 0 B) 2160 0 C) 28800
Telephone and Internet Allowance	Towards expenses for phone and internet usage for work purposes only	3000	36000
Child Education	Children's education expenditure	200	2400
Professional Pursued Reimbursement	Any amount spent & reimbursement claimed by employee for academic research or other professional pursuits including training, short term / online course etc.	2000	24000
LTA	For expenses towards holiday travel within India for employee and immediate family. The exemption is available only on the actual travel costs i.e., the air, rail or bus fare incurred.	2 times of monthly basic divided by 12	2 times of monthly basic

Training and Placement Officer
Tula's Institute, Dehradun

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Dhule - 411021

D) Referral Bonus:

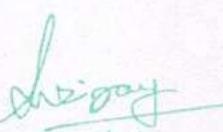
Any Associate will be eligible for a Referral Bonus in case the candidate referred is selected and stays with 24/7 for 3 months. Only solicited Referrals will be considered.

Software Engineer / Senior Software Engineer – Rs. 25000/- per referral
Expert Software Engineer and above – Rs. 50000/- per referral

E) We pay, you own:

The company's ownership of the Laptop allocated to you at the time of joining will be transferred to you after you complete Two (2) years with the company.

Disclaimer: In the event that you are serving a notice period before completing Two (2) years, you will not be eligible for Benefit E.


Director
Tula's Institute, Dehradun



Crest Venue and Entertainment Software Pvt. Ltd.
(A 100% subsidiary of
www.247software.com) Lalani Quantum,
Office No. 201, 2nd Floor, Bavdhan Budruk,
Pune - 411021

Appointment Letter

27-September-2022

Dear Rishabh Bhadani,
E-mail : rishabh.201904041@tulas.edu.in
Mobile : 9608475148

We are pleased to inform you that after careful consideration **Crest Venue and Entertainment Software Pvt. Ltd.** has decided to make you this offer of employment. This letter sets forth the terms of the offer which, if you accept, will govern your employment.

Position; Duties: Your position will be **Associate Software Engineer**. You will be reporting to the **Engineering Manager**. Your duties and responsibilities will be as designated by the company.

Full-Time Employment: The employment term will begin on **6th October 2022**. Your reporting time to the office will be 9:00 AM to 6:00 PM everyday except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st November 2022 you will be working from our Pune facility.

Compensation: Your compensation (Cost to the Company) will be Rs.2,40,130/- per annum consistent with the company's payroll practices. After completing 6 months, your Cost to the Company will be revised to 8,00,000/- per annum from the subsequent payroll cycle of the month in which you complete 6 months. This will be effective based on your performance. Please refer to Annexure for salary breakup. You will be confirmed after 6 months of the Probation period. You will be entitled to have access to the company's facilities (Software, Hardware, Intranet, etc.) and other resources as required.

Please sign the enclosed copy of this letter and the "Employment Agreement" and return it to us by **27th September 2022** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of **Crest Venue and Entertainment Software Pvt. Ltd.** and look forward to working with you.

Sincerely,
For Crest Venue and Entertainment Software Pvt. Ltd.,

Crest Venue and Entertainment Software Pvt. Ltd.

Prasad Sumant
Senior Manager - HR

Tula's Institute, Dehradun
Director

Training and Placement Office
Tula's Institute, Dehradun

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Crest Venue and Entertainment Software
Pvt. Ltd.

(A 100% subsidiary of
www.247software.com) Lalani Quantum,
Office No. 201, 2nd Floor, Bavdhan Budruk ,
Pune - 411021

time. Any such changes in assignment or transfer will not automatically entitle to any additional remuneration, allowance, compensation, or other sum in respect thereof.

5. 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.

6. 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.

7. 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.

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

9. You may be selected and sponsored by the Company for training assignments with company's associates or other institutions 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.

10. 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, formula, 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.

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

12. 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.



Crest Venue and Entertainment Software
Pvt. Ltd.

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Pune - 411021

Flexible Pay Annexure

COMPONENT NAME	DESCRIPTION	MAXIMUM MONTHLY CONTRIBUTION	MAXIMUM YEARLY CONTRIBUTION
Meal Card	Towards expenses for meals/food	2200	26400
Books and Periodicals	Covers expenses towards books, periodicals, journals related to professional development	3000	36000
Fuel and Vehicle Maintenance	Includes expenses for vehicle insurance, vehicle servicing and fuel	A) 1,600 for 2wheelers B) 1,800 for cars with engine capacity less than 1.6L C) 2,400 for cars with engine capacity more than 1.6L	A) 1920 0 B) 2160 0 C) 28800
Telephone and Internet Allowance	Towards expenses for phone and internet usage for work purposes only	3000	36000
Child Education	Children's education expenditure	200	2400
Professional Pursued Reimbursement	Any amount spent & reimbursement claimed by employee for academic research or other professional pursuits including training, short term / online course etc.	2000	24000
LTA	For expenses towards holiday travel within India for employee and immediate family. The exemption is available only on the actual travel costs i.e., the air, rail or bus fare incurred.	2 times of monthly basic divided by 12	2 times of monthly basic



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D) Referral Bonus:

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referral Expert Software Engineer and above – Rs. 50000/- per
referral

E) We pay, you own:

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Disclaimer: In the event that you are serving a notice period before completing Two (2) years, you will not be eligible for Benefit E.

Shivay
Director
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun

Fwd: Intimation on Selection for Internship Program - Power Academy (A Learning division of de facto Infotech)

2 messages

Ankit Singh <ankitpundir1230@gmail.com>
To: "girish@tulas.edu.in" <girish@tulas.edu.in>

Wed, Feb 14, 2024 at 10:10 AM



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

From: Sakshi Garg <sakshi.garg@thepoweracademy.in>

Date: Fri, Dec 9, 2022, 4:25 PM

Subject: Intimation on Selection for Internship Program - Power Academy (A Learning division of de facto Infotech)

To: ankitpundir1230@gmail.com <ankitpundir1230@gmail.com>

Cc: placement@tulas.edu.in <placement@tulas.edu.in>, crd1 Tulas <crd1@tulas.edu.in>, Nikhil Sharma <nikhil.sharma@defactoinfotech.com>, Shifa Joshi <shifa.joshi@defactoinfotech.com>, OM Kanoujia <OM.Kanoujia@thepoweracademy.in>

Dear Ankit,

We are glad to inform you that further to our selection process, you have been shortlisted for the internship programme at **The Power Academy (A Learning division of de facto Infotech)**. We congratulate you and look forward to having you as part of our organisation.

This position is considered for full-time. Date of Joining will be shared post acceptance.

We will invite you to our office along with your parents **for final documentation & signing the service agreement after accepting the offer.**

Documents Required at the time of Joining (ORIGINAL):

- Date of Birth proof certificate (**Photocopy** of passport/birth certificate / 10th Marksheets)
- Academic Certificates (**Photocopy** of all from 10th to Highest degree with detailed individual year mark sheets)
- Two passport size photographs with updated resume. (**Recent**)
- Address Proof (**Photocopy** of Permanent & Temporary)
- Aadhar Card & PAN Card (**Photocopy**)
- NOC from college Mandatory

Note:- kindly send your acknowledgement.

Feel free to revert in case of any queries for the same at 9875977022, 9875977025.


Training and Placement Officer
Tula's Institute, Dehradun

Mr. Kaustubh Kundan
711, Paramount Pine Tower,
Opp Sector -zeta, Surajpur,
Greater Noida.

28th February '23

Subject: Letter of Intent

Dear Kaustubh,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in the post of "**Software Developer**" at Deepmindz Innovations Private Limited.

Your appointment will be effective from the date of your joining the organization and a formal appointment letter with terms and conditions will be issued after your joining.

Your annual CTC will be **Rs 7,00,000/-** per annum, less normal statutory deductions.

Your date of joining is 31st March 2023

Your initial posting will be in Noida.

You are required to tender a copy of your accepted resignation from your current job within 3 working days from the date of acceptance of this letter.

You will be required to furnish the following documents to our office on or before joining:-

1. Educational/Technical/Professional Qualifications.
2. Passport-size photograph.
3. Experience letters from past employers.
4. Relieving letter from the last employer.

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

With Best Wishes,

Amit Sehgal

Amit Sehgal
For and on behalf of
Deepmindz Innovations Private Limited

Sehgal
Director
Tula's Institute, Dehradun

Devlance

BETTER DIGITAL EXPERIENCE

New Delhi
(+91) 9643309992
<https://devlance.in>

Devlance Job Offer Letter

Careers@devlance.in

Date:- 15 /03 /2023

Re: Rohit Malangi (Aadhar no: 8180 2540 7088)

Dear Rohit Malangi:

We are pleased to confirm your acceptance as a **Software Engineer** with Devlance. Your duties and assignments for this position are as follows

- Deployment of Devlance In-House Projects.
- Work towards completion of given projects.
- Responsible for integrating pipelines in the projects.
- Final-Phase testing of the projects.

Your first day of work will be **15/03/2023** and will receive a monthly salary of **INR 60,000** at the end of each month.

If you have any questions, please feel free to contact at **+91 96433 09992**. We are pleased you've decided to join Devlance.

Sincerely,

Devlance

Shivam
Director
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun

Dated: 13/03/2023

OFFER LETTER

Dear Smriti,

This is with reference to the discussion we had with you, we are pleased to confirm that you have been selected to work for EnQuo Solutions Pvt Ltd. We are delighted to give you the following job offer.

1. The position we are offering you is "**Trainee Frontend Developer**" Presently based in **Pune**.
2. You will be on probation for a period of six months from the day of your joining i.e., 16th March 2023, which may be extended on regard of your performance shown by you.
3. If your performance is found satisfactory during your probation period, your service will be confirmed.
4. Your monthly salary of **INR 30,000** with an annual CTC 3.6LPA.
5. This position reports to Mrs. Tejashri. Your working hours will be from 10:00 AM to 06:00 PM (it may vary sometimes), Monday to Friday.

Please report Human Resource Department, for documentation and orientation. Please contact HR for any concern immediately.

We are confident you will be able to make a significant contribution to the success of EnQuo Solutions Pvt. Ltd. And look forward to working with you.



Director
Tula's Institute, Dehradun

Tejashri

Mrs. Tejashri

Authorized Signatory

(10)



www.esayog.com

ESAYOG NEPAL PVT LTD



Support@esayog.com

+ 977 9864839450

Butwal, Nepal

ESAYOG NEPAL PVT LTD.
 Office 94, Kalikanagar-11, Butwal Lumbini State, Nepal
 7th March 2023

Saurav Kumar Mishra
 Address: At+ Po - Bhadreshwar, Foebesganj ,Bihar

ID: 644425196768

Dear Mr. Saurav,

We are pleased to confirm our verbal offer of employment to you for a regular full-time position with Esayog Nepal PVT LTD as a Marketing Executive. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.
 This offer letter is effective from 7th march 2023 until 30th June 2023.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A". Please take the time to carefully review our offer. This letter, along with enclosed schedule, outlines the obligations of both Esayog Nepal PVT LTD. and yourself with respect to your employment conditions, and is governed by laws of the Kingdom of Bahrain. Accepting employment will be conditional upon agreeing to and signing this letter, and returning to us upon your earliest convenience.

We look forward to welcoming you to Esayog Nepal PVT LTD. and wish you a successful and rewarding career with us.

Sincerely,

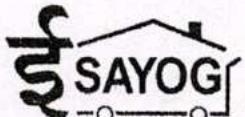
Sweta Kumari

Sweta Kumari
 (support@esayog.com)

OFFICE ADMINISTRATOR
 (ESAYOG NEPAL PVT LTD.)

Sweta Kumari
 Director
 Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun



www.esayog.com

ESAYOG NEPAL PVT LTD

CR Rd No : 295038/079/080



Support@esayog.com

+977 9864839450

Butwal, Nepal

I, **Saurav Kumar Mishra** acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached schedule, and agree to be bound by the terms and conditions of employment as outlined therein.

(Signature)

(Date)

Schedule 'A'

ESAYOG NEPAL PVT LIMITED

Terms and Conditions of Employment

The following outlines the terms and conditions of employment with Esayog Nepal. The Company reserves the right to change these terms and conditions as necessary, with due notice

Title	MARKETING EXECUTIVE
Initial Reporting Relationship	BUSINESS MANAGER
Responsibilities	<p>As per Job Description:</p> <ul style="list-style-type: none">• Strategize and execute marketing campaigns through many different marketing channels. Some of those channels include, but are not limited to: managing current lead sources, email campaigns, social media, PPC, SEO, copywriting, lead tracking, website conversion improvements, print advertising, in-house advertising and much more.

Training and Placement Office
Tula's Institute, Dehradun



www.esayog.com

ESAYOG NEPAL PVT LTD

CR Rd No : 295038/079/080



Support@esayog.com

+977 9864839450

Butwal, Nepal

- Brainstorm ideas to promote creative marketing campaigns and use copywriting and Adobe suite skills to help create marketing material.
- Help structure campaigns in a way that makes tracking easy and accurate.
- Provide thorough communication with the sales and marketing teams to strengthen unity.
- Maintain, strengthen, and develop new relationships with outside vendors and within the company.
- Research to stay on top of the most current marketing strategies.
- Manage a budget.
- Analyze and present proposals for future initiatives with a clear ROI.

Create email campaigns within HubSpot

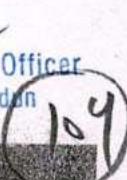
- Give a weekly report to the marketing manager on the status and health of all marketing efforts.
- Run a successful social media ad strategy that generates a positive ROI
- Manage our Google and Bing ad campaigns while always pushing for a better return with more conversions.
- Assist the Management and Sales team with whatever strategy the marketing manager needs help with.
- Demonstrate positive attitude and infuse confidence that you can be viewed as a leader and a team player.
- Work closely with different departments to understand core services, how these should be

Training and Placement Officer
Tula's Institute, Dehradun



Status	positioned to potential clients, and what marketing materials are currently available. Work from Home
Start Date	7th march 2023
End Date	30th June 2023
Salary	DURING PROBATION PERIOD (3 MONTHS): Amount 13000 per month (Basic Salary of 13000) AFTER PROBATION PERIOD: Amount 19000 per month (Basic Salary of 19000 NPR)
Accommodation	N/A
Payroll Schedule	Your salary will be paid to you on a monthly basis, less deductions (if any) to your designated bank account.
Probationary Period	First three (3) months of your employment will constitute a probationary period.
Resignation	Should you wish to resign your employment with Company, you will be required to provide Thirty (30) days' written notice to enable us transition your work
Termination	Minimum notice period
Confidentiality and Intellectual Property	Our offer of employment is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement"
Changes to Duties and /or Compensation	if your duties or compensation should change during the course of your employment with company, the validity of your agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will be continuing in full force and effect.

Training and Placement Officer
Tula's Institute, Dehradun





EventIron

Deepanshu Kukreja
Shisham jhari ,Muni ki Reti
Rishikesh, UK

Dear Deepanshu,

We are pleased to offer you an internship at our company in the **Marketing Automation** department at our **EventIron India Pvt Ltd**. Your internship shall commence on January 10th 2023 and shall end on July 10th 2023 ("6 Months"). The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
3. Your timings will be from 9:00 AM to 5:00 PM Monday to Friday. Please be sure to bring Marksheets, ID, Permission letter from college with you on your first day to complete your profile.
4. You will sign a confidentiality agreement with the company before you commence your internship.
5. The internship cannot be construed as an employment or an offer of employment with EventIron India Pvt Ltd

Please confirm your acceptance of the terms of this offer by Jan 8, 2023 failing which, we have the right to cancel the internship. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Sincerely,

Amit Jain
Co-founder and CEO
EventIron India Private Limited

Amit Jain
Tula's Institute, Director, Dehradun

+91 88 0277 7698
info@eventiron.com
www.eventiron.com
CIN: U92490DL2019PTC351169

EventIron India Private Limited
242/A, Street No 7, A -Block, Mahalaxmi Enclave,
Karawal Nagar, Delhi – 110094

Training and Placement Officer
Tula's Institute, Dehradun



EVOKE

Tuesday, November 1, 2022

To Mr. Abhishek Gupta,

Congratulations! We are pleased to confirm that you have been selected to work for Evoke Sales and Services Pvt. Ltd. We are delighted to make you the following job offer. The position we are offering you is that of **Business Development Associate**.

This position reports to Chief Operating Officer, Mr. Snehit Negi. Your working hours will from 9AM to 6PM, Monday to Saturday.

We would like you to start work on 7 November 2022. Please sign the enclosed copy of this letter and return it to me by 6 November to indicate your acceptance of this offer.

We are confident that you will be able to make a significant contribution to the success of Evoke Sales and Services and we are look forward to working with you.

For Evoke Sales and Services Pvt. Ltd.

Ajay Yadav

Co-Founder & CMD

Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun



www.ourevoke.com



+91-7895345620



ajay.yadav9595@gmail.com



C-1/104, Vaibhav Palace (4th Floor)
ITBP Road, Indira Nagar, Vasant Vihar
Dehradun, Uttarakhand, 248001

FLORANET

July 20, 2023

Mr. Akshay Arya
C/O Devendra Prasad, 510/ 165 T G Civil Line, New Hyderabad, Lucknow. Uttar Pradesh
Pin Code: 226007
Mobile Number: 6392143696
PAN: DJFPA3879G

Sub: External Consultancy Contract with M/S FLORANET

Dear Mr. Akshay,

1. We are pleased to offer you a short-term consultancy contract as Front End Developer on behalf of Access which is an independent entity working as non-profit think tank and development service advisory. The contract is issued through FLORANET which is a technology service provider contracted by Access to deliver on technology based interventions. You would be working closely with the i3-Access project team and other stakeholders as identified by Floranet on project during course of your engagement. All products developed during the period of this consultancy would remain intellectual property rights of the project provider, i3-Access or Access in this case and the individual would have no right on the product developed. The consultancy offer is on the following terms and conditions:

2. Effective Date

The assignment will start from July 7, 2023 to July 6, 2024. The extension would be based on performance.

3. Task

The position of responsibility is attached which is an integral part of this contract.

4. Reporting

You will report to project head/senior management looking after the technology engagement.

5. Amount

You will be paid a consultancy fee of Rs. 25,000/- per month inclusive of GST and all other taxes. You would be eligible to participate in performance bonus if applicable.

In addition to the above, we will reimburse all actual expenses related to travel, local conveyance, printing, etc. for the official discharge of your duty as per the policy and prior approval from your Supervisor.

Payment will be made by online transfer.

Beyond the above-consolidated amount, you will receive no allowance, remuneration, or benefits from the organization during or after the effective date of this assignment.

GST No-19AAFF9942B1ZC

Address: P-76, Lake Road | Kolkata - 700 029

Registered Office: 35B, Shyama Prasad Mukherjee Road | Kolkata - 700 025

Email ID: admin@floranet.in | Phone No.: +91 8013167969 | +91 9874090194

Training and Placement Officer
Tula's Institute, Dehradun

Th

FLORANET

Position Responsibility

Work on CSS, HTML, JavaScript and other relevant web design & editing tools.

- Use mark-up languages like HTML to create user-friendly web pages
- Maintain and improve website
- Optimize applications for maximum speed
- Design mobile-based features
- Collaborate with back-end developers and web designers to improve usability
- Get feedback from, and build solutions for, users and customers
- Write functional requirement documents and guides
- Create quality mock ups and prototypes
- Help back-end developers with coding and troubleshooting
- Ensure high quality graphic standards and brand consistency
- Developing and maintaining web applications that are optimized for various devices and browsers
- Implementing responsive design and cross-browser compatibility for different screen sizes
- Developing user-friendly and interactive web features such as buttons, forms, and menus
- Using JavaScript libraries and frameworks such as React or Angular to build complex web applications & interactive features
- Writing and maintaining code that is clean, efficient, and easy to understand
- Testing web applications to ensure they are bug-free and work seamlessly for the end-users.
- Stay up-to-date on emerging technologies

Dinesh
Director
Tula's Institute, Dehradun



GST No : 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

Internship Letter

Reference No. – IL/HW-051/U04NVJ9VCAY

Arbaz Khan
S/O: Ekram Khan,
Vill. Hasanapura, Saraiyan, Siwan
Bihar - 841236

Dear Arbaz,

I am delighted & excited to welcome you to HACHIWEB as a **Full Stack Developer Intern**. At HACHIWEB, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly *meaningful* working experience with HACHIWEB.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Arbaz Khan
Tula's Institute, Director
Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

GSTINo.: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

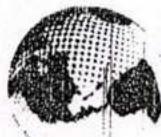
Annexure A

You shall be governed by the following terms and conditions of service during your internship with **HACHIWEB**.

1. You are being hired as a **Full Stack Developer Intern** subject to completion of **Full Stack Developer 3.0** by **May 09, 2023** which will be carried out through MooC(s) and self learning mode subject to regular evaluation by the allocated reporting manager at office premise.

You are expected to acquire the following abilities-

- 1.1. Participate in the entire application lifecycle, focusing on coding and debugging
1.2. Write clean code to develop functional web applications
1.3. Troubleshoot and debug applications
1.4. Perform UI tests to optimize performance
1.5. Create and maintain software documentation
1.6. Manage cutting-edge technologies to improve legacy applications
1.7. Collaborate with Frontend & Backend developers to integrate user-facing elements with server side logic
1.8. Gather and address technical and design requirements
1.9. Build reusable code and libraries for future use
2.0. Follow emerging technologies to master server side and client side development on LAMP.
2.1. Liaise with developers, designers and system administrators to identify new features
2. The date of commencement of your internship will be **February 9, 2023**. During your internship you are expected to devote your time and efforts solely to **HACHIWEB** work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.



GSTIN: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05 0007945

3. All the work that you will produce at or in relation to HACHIWEB will be the intellectual property of HACHIWEB. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking sites and offline among your friends, college etc.) without prior discussion and approval with your mentor.
4. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. HACHIWEB operates on **zero tolerance** principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all HACHIWEB work/data stored on your Personal Computer to your mentor and delete the same from your machine.
5. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.
6. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
7. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
8. HACHIWEB is a start up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
9. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
10. Have fun at what you do and do the right thing – both the principles are core of what HACHIWEB stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.



Address Hachi Web, Chakrata Rd, Near UCO Bank, Jhajra, Dehradun, Uttarakhand 248007
Contact +91 8837842284
Email care@hachiweb.com
Website www.hachiweb.com

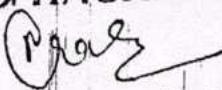
GST No. 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

11. Upon a candidate's unavailability for more than 4 days would be considered as breach of the terms of the internship and it will be terminated without prior notice to the candidate.
12. Your internship shall be governed by and construed in accordance with the laws of India and the courts of Dehradun shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your internship with the Company or any of the terms and conditions of your internship with the Company.
13. Office working days and hours-
Monday - Saturday from 9:30 AM - 6:00 PM. Lunch break: 1:30 PM - 2 PM

I have negotiated, agreed, read and understood all the terms and conditions of this internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

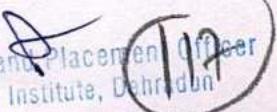
Yours faithfully

For HACHIWEB

Partners

Authorized Signature

Accepted & Agreed


Tula's Institute, Dehradun
Signature: Arbaz Khan
Name: Arbaz Khan


Training and Placement Officer
Tula's Institute, Dehradun



Address - Hachi Web, Chirata
Rd, Near UCO Bank, Dehradun
Dehradun, Uttarakhand 248002
Contact - +91 88337342284
Email - care@hachicweb.com
Website - www.hachicweb.com

GST No.: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

Internship Letter

Reference No. - IL/HW-037/U03QZ0QS6SJ

Ehtesham Khan
S/O: Sarfuddin Khan,
Salemabad, Vaishali
Bihar - 844102

Dear Ehtesham,

I am delighted & excited to welcome you to HACHIWEB as a **Full Stack Developer Intern**. At HACHIWEB, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly *meaningful* working experience with HACHIWEB.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need.
Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

118
Tula's Institute, Dehradun
Training and Placement Officer
Tula's Institute, Dehradun

GST No: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

Annexure A

You shall be governed by the following terms and conditions of service during your internship with **HACHIWEB**.

1. You are being hired as a **Full Stack Developer Intern** subject to completion of **Full Stack Developer 3.0** by **January 21, 2023** which will be carried out through Mooc(s) and self learning mode subject to regular evaluation by the allocated reporting manager at office premise.

You are expected to acquire the following abilities-

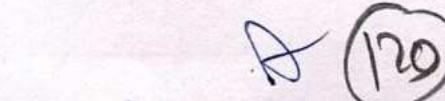
- 1.1. Participate in the entire application lifecycle, focusing on coding and debugging
- 1.2. Write clear code to develop functional web applications
- 1.3. Troubleshoot and debug applications
- 1.4. Perform UI tests to optimize performance
- 1.5. Create and maintain software documentation
- 1.6. Manage cutting-edge technologies to improve legacy applications
- 1.7. Collaborate with Frontend & Backend developers to integrate user-facing elements with server side logic
- 1.8. Gather and address technical and design requirements
- 1.9. Build reusable code and libraries for future use
- 2.0. Follow emerging technologies to master server side and client side development on LAMP.
- 2.1. Liaise with developers, designers and system administrators to identify new features

2. The date of commencement of your internship will be **July 21, 2022**. During your internship you are expected to devote your time and efforts solely to **HACHIWEB** work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.

GST No.: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

3. All the work that you will produce at or in relation to HACHIWEB will be the intellectual property of HACHIWEB. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking sites and offline among your friends, college etc.) without prior discussion and approval with your mentor.
4. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. HACHIWEB operates on **zero tolerance** principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all HACHIWEB work/data stored on your Personal Computer to your mentor and delete the same from your machine.
5. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company to an extent estimated by the Company.
6. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.
7. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
8. HACHIWEB is a start up and we love people who like to go beyond the normal call of duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hardwork – and expect appreciation & rewards to follow.
9. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
10. Have fun at what you do and do the right thing – both the principles are core of what HACHIWEB stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.



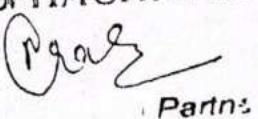
GST No.: 05AAMFH1458H1ZD

MSME No: UDYAM-UK-05-0007945

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12. Your internship shall be governed by and construed in accordance with the laws of India and the courts of Dehradun shall have the jurisdiction, to the exclusion of any other Courts that may have jurisdiction, to decide any dispute arising from or in connection with your internship with the Company or any of the terms and conditions of your internship with the Company.
13. Office working days and hours-
Monday - Saturday from 9:30 AM - 6:00 PM. Lunch break: 1:30 PM - 2 PM

I have negotiated, agreed, read and understood all the terms and conditions of this internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Yours faithfully

For HACHIWEB

Parth

Authorized Signature

Accepted & Agreed

Ehtesham Khan
Signature: Ehtesham Khan
Name: Ehtesham Khan



Letter of Intent

September 12, 2022

Nipun Bhal

Tula's Institute The Engineering and Management College, Dehradun

Dear Nipun Bhal,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXAWARE TECHNOLOGIES LIMITED

A handwritten signature in black ink that appears to read "Monica Mathur".

Monica Mathur

Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, A' Block, TTC Industrial Area, Mahape, Navi Mumbai, 400710. Tel.: +91 22 6791 9595. Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

A handwritten signature in blue ink that appears to read "Director, Tula's Institute, Dehradun".

A handwritten signature in blue ink that appears to read "Training and Placement Officer, Tula's Institute, Dehradun".

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Hike Education

Empowering Professionals

Selection Letter

Dear Vicky,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at hr@hikeedu.in or onboarding@hikeedu.in for any queries / suggestions or feedback.

NOTE: Your **Date of Joining** will depend upon your **liberation** from the **university / college**.

Thanks & Regards,

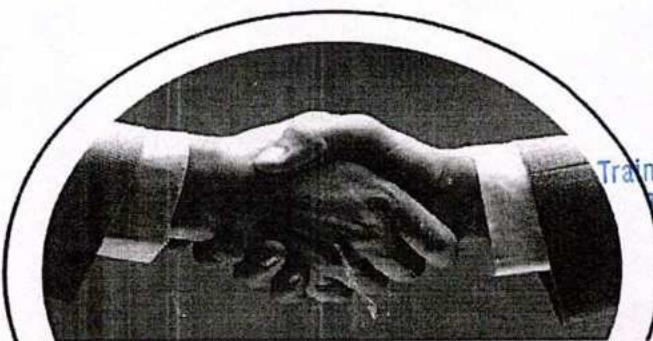
Human Resource Department

Hike Education Private Limited

[Signature]
Director
Tula's Institute, Dehradun

info@hikeedu.in
www.hikeeducation.com

[Signature]
Training and Placement Officer
Tula's PI lot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016



123

Ref. : Emp/Trainee/03/23/IFJST-02

Date: 9th March, 2023

Offer Letter

Name of Candidate: Mr Atul Kumar

Designation: Software Trainee (JS & JS Frame works)

This is with reference to your interest in the opening for "JS & JS Frame works Trainee -Train to Hire", and your subsequent evaluation for selection of Training & Placement programme at IDEA Foundation (hereafter referred to as 'Company'), Hall # 1041, Disha Arcade, Sector 4, MDC, Panchkula. We are pleased to inform you that you have been selected for the position of Software Trainee, training to start from 13th March, 2023. Your training shall include the following:

- a. Introduction to Javascript
- b. Front end technologies
- c. Unit Testing
- d. DB designs and implementations
- e. Complete implementation of the above through a Demo project.

The following conditions shall apply to you during the course of Training:

1. You are required to attend the office regularly and follow the milestones attached to your training programme.
2. You are required to follow evaluation programmes as conducted by the Company. You shall be required to meet the minimum standards as are attached to such evaluation programmes.
3. You are required to follow the company policies in your daily conduct. You shall be under Confidentiality clause with the company, whereby you shall neither discuss, divulge, share any information or material of projects/learning material or intellectual property of the Company with any individual/organization/company without explicit permission from an authorized person of the Company. Any violation of this policy may result in legal proceedings.
4. This is to bring to your notice that the Company, in view of lapse of any of the above points, retains the rights to terminate your training programme without any prior notice.

You may be inducted as Software Engineer in the Violet Band in a suitable level (I-VII) with an average gross compensation of 2.4L p.a. pending successful evaluation and completion of Training. You shall be required to complete at least one year of employment with IDEA Foundation post your selection to compensate for the free training imparted to you. Your acceptance of the offer shall be taken as a commitment to the above.

Company reserves the right to change its policies without any prior notice.

Please revert with your confirmation by 10.03.2023 evening.

Shalini R. Malviya

IDEA Foundation | Hall # 1041, Disha Arcade, Sec 4, MDC, Panchkula, Haryana - 134113
www.ideafoundation.co.in Phone: +91-7087081892

Training and Placement Office
Tula's Institute, Dehradun

124

Ref. : Emp/Trainee/03/23/IFPyT-05

Date: 9th March, 2023

Offer Letter

Name of Candidate: Mr Naman kumar

Designation: Software Trainee (Python & Data science (AI-ML))

This is with reference to your interest in the opening for "Python & Data science (AI-ML) Trainee -Train to Hire", and your subsequent evaluation for selection of Training & Placement programme at IDEA Foundation (hereafter referred to as 'Company'), Hall # 1041, Disha Arcade, Sector 4, MDC, Panchkula. We are pleased to inform you that you have been selected for the position of Software Trainee, training to start from 13th March, 2023. Your training shall include the following:

- a. Backend scripting in Python
- b. Front end technologies
- c. 3rd party APIs
- d. DB designs and implementations
- e. Complete implementation of the above through a Demo project.

The following conditions shall apply to you during the course of Training:

1. You are required to attend the office regularly and follow the milestones attached to your training programme.
2. You are required to follow evaluation programmes as conducted by the Company. You shall be required to meet the minimum standards as are attached to such evaluation programmes.
3. You are required to follow the company policies in your daily conduct. You shall be under Confidentiality clause with the company, whereby you shall neither discuss, divulge, share any information or material of projects/learning material or intellectual property of the Company with any individual/organization/company without explicit permission from an authorized person of the Company. Any violation of this policy may result in legal proceedings.
4. This is to bring to your notice that the Company, in view of lapse of any of the above points, retains the rights to terminate your training programme without any prior notice.

You may be inducted as Software Engineer in the Violet Band in a suitable level (I-VII) with an average gross compensation of 2.4L p.a. pending successful evaluation and completion of Training. You shall be required to complete at least one year of employment with IDEA Foundation post your selection to compensate for the free training imparted to you. Your acceptance of the offer shall be taken as a commitment to the above.

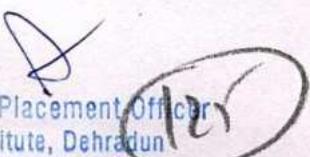
Company reserves the right to change its policies without any prior notice.

Please revert with your confirmation by 10.03.2023 evening.

*Director
Tula's Institute, Dehradun*

IDEA Foundation | Hall # 1041, Disha Arcade, Sec 4, MDC, Panchkula, Haryana - 134113
www.ideafoundation.co.in Phone: +91-7087081892

Training and Placement Officer
Tula's Institute, Dehradun



Ref: - TOM-HR-LOI/Mar/030923/851

Dated 9th March, 2023

Dear Anurag Agarwal,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

TalentOMind offers a complete portfolio of IT solutions for small and medium businesses. We offer end to end IT solutions for each key element of your IT infrastructure software, hardware, supplies and ongoing support. Hard copy of this Letter of Intent [LOI] will be given on day of joining. Detailed Appointment Letter with complete cost to company CTC break up, will be provided within 90 days of joining the organization.

Flexible/Additional Benefits:

Cab Facility For Female Employee (Night shift only)

PF And ESI

Lucrative Incentives

Fruit Day

Fun Fridays

Annual & Team parties/outings

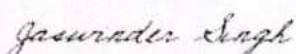
Quarterly Foreign Trips For Top Performers

Rewards & Recognitions

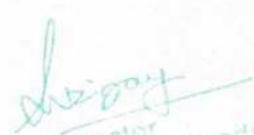
Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd



Authorized Signatory


Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

126

Ref: - TOM-HR-LOI/Mar/030923/858

Dated 9th March, 2023

Dear Bhawani Datt Awasthi,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

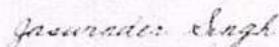
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PF And ESI
Lucrative Incentives
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Fun Fridays
Annual & Team parties/outings
Quarterly Foreign Trips For Top Performers
Rewards & Recognitions
Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd



Authorized Signatory

Gurinder Singh
Director
Tula's Institute, Dehradun

(127)



Ref: - TOM-HR-LOI/Mar/030923/868

Dated 9th March, 2023

Dear Himanshu Kumar,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A, Industrial Area 74, SAS Nagar. Punjab

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PF And ESI

Lucrative Incentives

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Annual & Team parties/outings

Quarterly Foreign Trips For Top Performers

Rewards & Recognitions

Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd

Jaswinder Singh

Authorized Signatory

D. S. Dhillon
Director
Tula's Institute, DehradunTraining and Placement Officer
Tula's Institute, Dehradun*128*

Ref. - TOM-HR-LOI/Mar/030923/832

Dated 9th March, 2023

Dear Lokesh Kumar,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

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Flexible/Additional Benefits:

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- PF And ESI
- Lucrative incentives
- Fruit Day
- Fun Fridays
- Annual & Team parties/outings
- Quarterly Foreign Trips For Top Performers
- Rewards & Recognitions
- Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd

Jaswinder Singh

Authorized Signatory

*S. K. Singh
Director
Tula's Institute, Dehradun**129*
Training and Placement Officer
Tula's Institute, Dehradun

Ref: - TOM-HR-LOI/Mar/030923/831

Dated 9th March, 2023

Dear Manish Raj,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

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Flexible/Additional Benefits:

Cab Facility For Female Employee (Night shift only)

PF And ESI

Lucrative Incentives

Fruit Day

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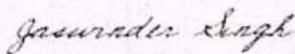
Quarterly Foreign Trips For Top Performers

Rewards & Recognitions

Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd



Authorized Signatory



Dinesh
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun
130

Ref: - TOM-HR-LOI/Mar/031723/884

Dated 17th March, 2023

Dear Pranay Pratyush,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

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PF And ESI

Lucrative Incentives

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Rewards & Recognitions

Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd

Jaswinder Singh

Authorized Signatory

Jaswinder Singh
Director
Tula's Institute, Dehradun*Training and Placement Officer*
Tula's Institute, Dehradun
(31)

Talentomind Private Limited

Talent O Mind

Ref. - TOM-HR-LOI/Mar/030951/783

Dated 8th March, 2023

Dear Rajat,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

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Industrial Area 74, SAS Nagar, Punjab

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- PF And ESI
- Lucrative Incentives
- Fruit Day
- Fun Fridays
- Annual & Team parties/outings
- Quarterly Foreign Trips For Top Performers
- Rewards & Recognitions
- Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd

Gaurav Singh

Shivam
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

132

Ref: - TOM-HR-LOI/Mar/030923/897

Dated 9th March, 2023

Dear Sahil Joshi,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

TalentOMind offers a complete portfolio of IT solutions for small and medium businesses. We offer end to end IT solutions for each key element of your IT infrastructure software, hardware, supplies and ongoing support. Hard copy of this Letter of Intent [LOI] will be given on day of joining. Detailed Appointment Letter with complete cost to company CTC break up will be provided within 90 days of joining the organization.

Flexible/Additional Benefits:

Cab Facility For Female Employee (Night shift only)

PF And ESI

Lucrative Incentives

Fruit Day

Fun Fridays

Annual & Team parties/outings

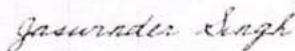
Quarterly Foreign Trips For Top Performers

Rewards & Recognitions

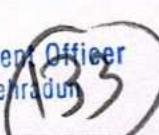
Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd



Authorized Signatory

[Handwritten signature]
Tula's Institute, Dehradun
Training and Placement Officer
Tula's Institute, Dehradun


Ref: - TOM-HR-LOI/Mar/030923/813

Dated 9th March, 2023

Dear Saurav Verma,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A, Industrial Area 74, SAS Nagar. Punjab

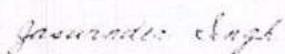
TalentOMind offers a complete portfolio of IT solutions for small and medium businesses. We offer end to end IT solutions for each key element of your IT infrastructure software, hardware, supplies and ongoing support. Hard copy of this Letter of Intent [LOI] will be given on day of joining. Detailed Appointment Letter with complete cost to company CTC break up will be provided within 90 days of joining the organization.

Flexible/Additional Benefits:

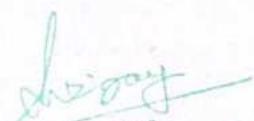
Cab Facility For Female Employee (Night shift only)
PF And ESI
Lucrative Incentives
Fruit Day
Fun Fridays
Annual & Team parties/outings
Quarterly Foreign Trips For Top Performers
Rewards & Recognitions
Birthdays & Other Celebrations

Sincerely

For TalentOMind Pvt.Ltd



Authorized Signatory



Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

Ref: - TOM-HR-LOI/Mar/030923/888

Dated 9th March, 2023

Dear Vaibhav Raj,

Congratulations & Welcome Aboard!

It is our pleasure to welcome you to TalentOMind Pvt. Ltd.

To confirm our recent conversation, we are pleased to offer you the position of Associate Recruiter (Freshers) US Staffing. You are entitled to the remuneration of INR 300,000.00 Per Annum/25000 INR Per Month subject to completion of your probation and achieving your KPA, KRA and goals. Your Joining date will be 20 March, 2023.

Address TalentOMind Pvt. Ltd. Plot No D 199, 6th floor, Phase 8A,
Industrial Area 74, SAS Nagar. Punjab

TalentOMind offers a complete portfolio of IT solutions for small and medium businesses. We offer end to end IT solutions for each key element of your IT infrastructure software, hardware, supplies and ongoing support. Hard copy of this Letter of Intent [LOI] will be given on day of joining. Detailed Appointment Letter with complete cost to company CTC break up will be provided within 90 days of joining the organization.

Flexible/Additional Benefits:

Cab Facility For Female Employee (Night shift only)

PF And ESI

Lucrative Incentives

Fruit Day

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Rewards & Recognitions

Birthdays & Other Celebrations

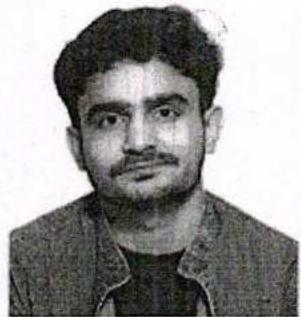
Sincerely

For TalentOMind Pvt.Ltd

Jaswinder Singh

Authorized Signatory


Tula's Institute, Dehradun
Director
Training and Placement Officer
Tula's Institute, Dehradun



Areeb Qamar
55099181

Jio Platforms Limited
DIGITAL IDENTITY CARD

EC No.: 55099181

DOJ : 09/01/2024

Height : 171.00 CM

Blood Group : AB+

ID Mark : Mark on Left Shoulder

Validity : 31/01/2060

Note : This is system generated ID card. It doesn't require authorized signature
Emergency Contact Number 1800039009

[Signature]
Director
Tula's Institute, Dehradun

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun
126



Himanshu Gupta

55099201

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No.: 55099201

DOJ : 09/01/2024

Height : 183.00 CM

Blood Group : O+

ID Mark : Mole on Right Arm

Validity : 31/05/2060

Note : This is system generated ID card. It doesn't require authorized signature.

Emergency Contact Number 1800039009

[Signature]
Director
Tula's Institute, Dehradun

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun
134



fiori.ril.com/sap/t



53



Nikhil Mathur

55099178

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No. 55099178

DOJ. 09/01/2024

Height: 172.00 CM

Blood Group: B+

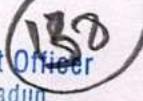
ID Mark: Mark on Right Elbow

Validity: 30/06/2059

Note: This is system generated ID card. It doesn't require
authorized signature.
Emergency Contact Number: 1800039009

Shrey
Digital Officer
Tula's Institute Dehradun

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun





Parth Peswani

55093190

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No.: 55093190

DOJ: 05/12/2023

Height: 176.00 CM

Blood Group: A+

ID Mark: . on Chin

Validity: 31/10/2058

Note: This is system generated ID card. It doesn't require authorized signature.

Emergency Contact Number 1800039009

A handwritten signature in blue ink, appearing to read "Shivaji".
Director
Tula's Institute, Dehradun

A handwritten signature in blue ink, appearing to read "S. P. O.".
Training and Placement Officer
Tula's Institute, Dehradun

139



Siddharth Chauhan

55099180

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No.: 55099180

DOJ : 09/01/2024

Height : 172.00 CM

Blood Group : O+

ID Mark : Mark on Chin

Validity : 30/09/2058

Note : This is system generated ID card. It doesn't require authorized signature.

Emergency Contact Number 1800039009

Siddharth
Director
Tula's Institute, Dehradun

A 140
Training and Placement Office
Tula's Institute, Dehradun



Swapnil Ahlawat

55099203

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No.: 55099203

DOJ : 09/01/2024

Height : 180.00 CM

Blood Group : O+

ID Mark : Mark on Right Eye

Validity : 31/12/2058

swapnil
Director
Tula's Institute, Dehradun

A
Training and Placement Officer
Tula's Institute, Dehradun

MTI



Vivek Sharma

55099204

Jio Platforms Limited

DIGITAL IDENTITY CARD

EC No.: 55099204

DOJ : 09/01/2024

Height : 174.00 CM

Blood Group : O+

ID Mark : Mole On Lip

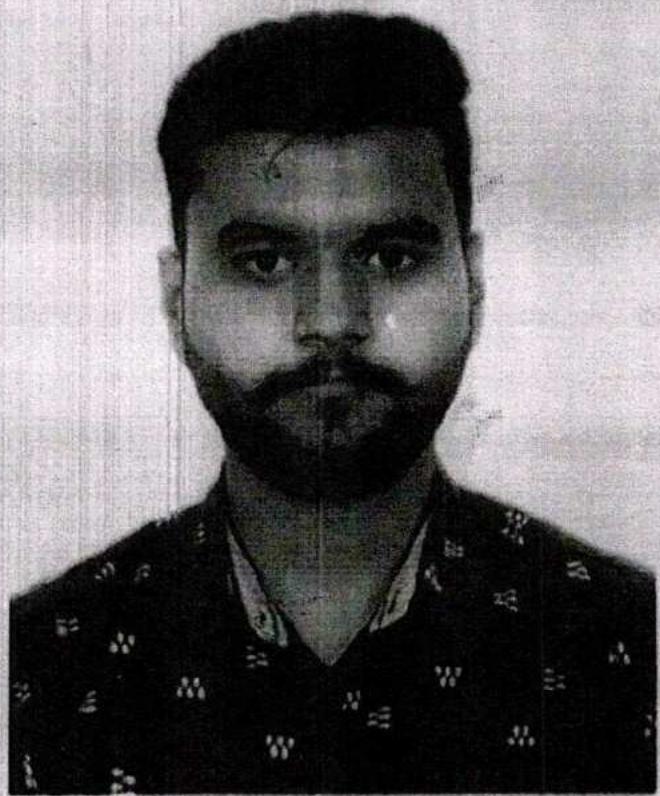
Validity : 30/11/2060

Note . This is system generated ID card. It doesn't require authorized signature.

Emergency Contact Number 1800039009

S. D. Goyal
Director
Tula's Institute, Dehradun

A
142
Training and Placement Officer
Tula's Institute, Dehradun



Yashasvi Agarawal

55093189

NV 02
Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

D 143



**Shivam
Uniyal**

55093192

144
Date 2017
Director
Tula's Institute, Dehiadun
Placement Officer



LG Soft India Private Limited
Embassy Tech Square, Marathahalli - Sarjapur Outer Ring Road,
Bangalore - 560 103, India
T. +91-80-6615-5000 F:+91-80-6615-5100
website :www.lgsoftindia.com
CIN: U85110KA1998PTC023521

Feb 13, 2023

Dear Kumari Shilpi

We are pleased to offer you an internship position at LG Soft, Bangalore (India)

Please find below the specifics regarding your internship:

Internship Title: webOS Ref.Platform Audio

Start Date: 2nd March 2023

End Date: 29th Sep 2023

Location of Internship: LGSI Office, Bangalore

Supervisor for Internship: Sushovan G (LGSIA.CSP Multimedia)

Internship Stipend: INR 30,000 per Month

Please indicate your acceptance on the internship by signing this letter & returning to Human Resource Department.

Congratulation on your internship!

Best Wishes,

A handwritten signature in black ink, appearing to read 'Mohsin Khan'.

Mohsin Khan
Head- HR

Dinesh
Director
Tula's Institute, Dehradun

D (148)
Training and Placement Officer
Tula's Institute, Dehradun



and Placement Off
s Institute, Dehradun
46

MILESTONE

Dear Supriya Sinha,
We would like to take this opportunity to welcome you.

The objective of the training course is that you become an independent developer capable of doing a bug-free industry level-project individually. Starting with knowledge of multiple technologies, this training course will make you well versed with technology and coding while also imparting other skills critical to make you a good and well rounded developer. The online course combines concepts, task oriented programming and assignments. It is imperative that you do it with utmost sincerity, dedication and focus. The course has several milestones and all of them have to be successfully completed. You will receive regular feedback on your performance and progress during the training course.

During this period, based on performance you will get upto Rs 10,000/- . The training course will be online and you should attend it from home. The training course typically takes about 4-6months.

Full-Time Employment: The Training term will begin on 24th March 2023. Your reporting time to office will be 9:00 AM to 6:00 PM every day except Saturday and Sunday unless there is a major release/unfinished work. Initially, you will be working remotely and from 1st April 2023 you will be working from our Noida facility.

After successful completion of the training course, you will be offered a position with the designation of Software Developer with posting typically In Delhi NCR. Based on your performance during the training course, the CTC offered will range between Rs2,44,000 to Rs4,40,000per annum.

We expect you to maintain utmost sincerity, integrity and confidentiality. We expect you to have very high ethics. All information, content, policies etc shared with you is extremely confidential and it is essential that you do not share it with anyone. It is mandatory that you do everything on your own and do not copy code from the internet or anywhere else.

We are looking forward to the commencement of your training course and hope to have a long and fruitful relationship with you.

Yours faithfully,

Nidhi

MilestoneOS

Nidhi
Director
Tula's Institute, Dehradun

D
142
Training and Placement Officer
Tula's Institute, Dehradun



MOC/Intern/Final/2022/57

OFFER LETTER

Dear Mr/Ms. AYUSH KUMAR JAISWAL

We would like to congratulate you on being selected as an intern for the National Cooperatives Data Repository Internship offered by Ministry of Cooperation to work and assist in strengthening of the Cooperative Movement in India.

We are pleased to offer you an internship for a period of 45 days commencing from 01-12-2022.

During the internship you will be required to discharge the responsibilities defined in Internship Design and which shall be allocated by Ministry of Cooperation, and the respective District DRCS Nodal Officer in furtherance of your role. AICTE may also assign additional responsibilities to promote effective learning. The offer is subject to the acceptance of the following terms:

Deliverables:

In the course of the internship, you will be required to meet reporting requirements as directed by the assigned District DRCS Nodal Officer.

Stipend and Allowances:

On successful and satisfactory completion of Internship objectives you shall receive a stipend amount of Rs. 10,000 per month which shall amount to Rs. 15,000 for the internship period of 45 days. No further travel / living / food allowances shall be provided by the Ministry and must be borne by the student.

Workplace Conduct:

You will be required to adhere to professional standards of workplace conduct.

Confidentiality and Deliverable Ownership:

During the course of the internship, you may be given access to sensitive and privileged information in furtherance of the work. You will be required to maintain confidentiality of such information failing which the internship would stand terminated and you may be liable to legal action. The final ownership & responsibility of the reports, designs, tools and other intellectual property generated during the course of the internship will lie with Ministry of Cooperation and AICTE.

1. Intern will be present at the office of the DRCS Nodal Officer or any other venue, as notified by the nodal officer/authorized officer of Ministry of Cooperation, to undertake tasks assigned for the duration of the internship. Student will have to communicate to the DRCS nodal officer should there be any reason or inability to be present with acceptable justification.

Terms of Engagement:

1. Intern will be present at the office of the DRCS Nodal Officer or any other venue, as notified by the nodal officer/authorized officer of Ministry of Cooperation, to undertake tasks assigned for the duration of the internship. Student will have to communicate to the DRCS nodal officer should there be any reason or inability to be present with acceptable justification.

2. Intern will communicate regularly with the said nodal officer/authorized officer on the progress of the tasks undertaken and submit cooperatives details on the developed application for approval from the said DRCS nodal officer.

3. Any work products/IPR produced during the internship is a property of Ministry of Cooperation and the terms of its use shall be decided at the discretion of Ministry of Cooperation,

Tula's Institute Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

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सहकारिता मंत्रालय
Ministry of Cooperation



Ministry of Education
Government of India

4. Intern shall adhere to workplace norms and abide by ethical standards followed in Ministry of Cooperation. In the instance of a professional misdemeanor or misconduct the concerned authorities may terminate internship offer and take appropriate legal recourse as provided under the law of land.

5. Student shall inform DRCS Nodal officer and AICTE coordinators regarding changes in information submitted in the application and any other documents, including changes contact details/addresses/phone nos. etc., from time to time.

Sincerely,
Ministry of Cooperation and AICTE
Date: 09-12-2022

[Signature]
Director
Tula's Institute, Dehradun

[Signature] 149
Training and Placement Officer
Tula's Institute, Dehradun



NAEHAS SOFTWARE INDIA PRIVATE LIMITED

Office: Flat No 702, Tower 9, Ansal Sushant Estate, Sector 52, Gurgaon 122003
CIN: U72900HR2018PTC074029. Email: swarupn@naehas.com

Ref: NS/OFF/004/2022

PRIVATE AND CONFIDENTIAL

08 November 2022

Mr. Abhigyan Prakash Srivastava
Tulas Institute
Dehradun

Dear Abhigyan,

Congratulations! It is with great pleasure that we invite you to join the exciting world of Naehas Software India Pvt Ltd ("Naehas"). As we continue to evolve, we look for people who are committed towards technology and our culture of innovation. We are delighted to offer you to join our team as an **Associate Software Engineer**

Your start date will be 5th January 2023

Your home office would be in Gurugram, India.

Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of employment, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management and company policies. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary.

Compensation, Allowances & Benefits

Your compensation, allowance and benefits components are outlined in Annexure A & B to this agreement.

All amounts and allowances outlined in Annexure A are Pre-Tax amounts and will be taxable in accordance with the taxation laws in India. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise, they will be paid as taxable components. By accepting the present offer, you agree that the aforementioned consideration is sufficient for you to accept the offer and you agree that the terms and conditions contained in this Agreement are enforceable.

The Company reserves the unilateral right to revise the terms of the benefits or to eliminate any benefits altogether. You agree that any changes to these benefits will not affect or change any other part of this Offer. For more details on relevant policies and procedures, you should contact the HR.

Page | 1

NAEHAS SOFTWARE INDIA PVT. LTD. (A SUBSIDIARY OF NAEHAS)
Corporate Office: Plot No 270, Phase 2, Udyog Vihar, Sector 20
GURUGRAM, HARYANA-122016

Abhigyan Prakash Srivastava

Training and Placement Officer
Tula's Institute, Dehradun

D 150



Your employment with Naehas is conditional upon you're not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity or being a partner in a partnership firm or Direction on the Board of any Company, or having any other affiliation that will detract from your full time employment with Naehas

Non-Solicitation

By accepting the present offer, you covenant and agree that, while you are employed by the Company and for a period of 12 months immediately following the termination of your employment for any reason, you shall not directly or indirectly:

a) solicit, induce or influence, or attempt to solicit, induce or influence, any client of the Company to whom you provided products or services in the 12-month period preceding the termination of your employment, to terminate or modify any written or oral agreement, arrangement or course of dealing with the Company.

b) solicit, induce or influence, or attempt to solicit, induce or influence, any consultant, supplier, licensor, licensee, contractor, agent or strategic partner, or other person who provided services or products to the Company in the course of your employment with the Company within the 12-month period preceding the termination of your employment, to terminate or modify any written or oral agreement, arrangement or course of dealing with the Company; and

c) solicit, induce or influence, or attempt to solicit, induce or influence, any employee or independent contractor of the Company who was employed by or working for the Company at the time of the termination of your employment, to terminate their employment or agreement with the Company.

Non-Competition

By accepting the present offer, you covenant and agree that, while you are employed by the Company and for a period of 12 months immediately following the termination of your employment for any reason, you will not become engaged, as an employee, consultant, partner, principal, agent, or advisor for any Client of the Company, without the Company's written consent. For the purposes of this section, a "Client" of the Company means any person or entity with whom the Company conducted business at any time within the 12-month period prior to the termination of your employment, and with whom you had direct contact with or knowledge of in the course of your employment with the Company.

You also acknowledge and agree that the aforesaid provisions, as regards non solicitation and non-competition, are reasonable and necessary for the protection of the legitimate business interests of the Company and that all restrictions in these provisions are reasonable and valid and any defenses to the strict enforcement thereof by the Company are waived by you. Without limiting the generality of the foregoing, you consent to an injunction being granted by a court of competent jurisdiction in the event that you are in breach of any of the provisions stipulated in this Offer. You hereby expressly acknowledge and agree that injunctive relief is an appropriate and fair remedy in the event of a breach of any of the said provisions.

Your obligations as regards non-solicitation and non-competition are to remain in effect in accordance with each of their terms and will exist and continue in full force and effect despite any breach or



Acceptance of Employment Offer:

I Abhigyan Prakash Srivastava have read, understood, and accepted this offer of employment, as set forth above, with the Company and will report on 5-January 2023

Signature: _____ Date: _____

Attachments:

1. Annexure A – Compensation Structure Information
2. Annexure B – Benefit Summary
3. Laptop Issue & Usage Agreement
4. Joining Time Document Checklist -will be shared upon acceptance
5. Agreement relating to Intellectual Property and Confidentiality- will be shared upon acceptance

Abhigyan
Director
Tula's Institute, Dehradun

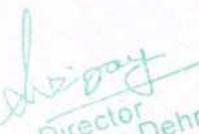


- Benefits: Accidental coverage of INR 20,000 Lac per annum + Term life insurance coverage of 3 times of Gross CTC
- Group Health Insurance Coverage: INR 10,00,000 -Family floater
- Internet reimbursement up to INR 18,000 Per year on bill submissions till work from home mandate
- Meals-Benefits- only applicable working from office
- Special Retention Bonus is forfeited in case of resignation before 2 yrs. of service.

The pay-out of the Sign-on Bonus if applicable (not applicable in case of freshers) is subject to claw back in case you leave the Organization before completing 12 months of consecutive service from your date of joining mentioned above. The Sign-on Bonus shall be fully recoverable (100% of the amount) from you in case of voluntary/involuntary termination of your employment with the Organization within 12 months from your date of joining.

Annexure B

Terms & Benefits Items	Description
Working Hours	Monday to Friday (Flexible)
Leaves	24 leaves (12-CL/SL+12 EL)
Country(mandated)	Employees will be entitled to 10 public holidays


Director
Tula's Institute, Dehradun

(B3)



NAEHAS SOFTWARE INDIA PRIVATE LIMITED

Office: Flat No 702, Tower 9, Ansal Sushant Estate, Sector 52, Gurgaon 122003
CIN: U72900HR2018PTC074029, Email: swarupn@naehas.com

Ref: NS/OFF/005/2022

PRIVATE AND CONFIDENTIAL

08 November 2022

Mr. Deepak Sharma
Tulas Institute
Dehradun

Dear Deepak,

Congratulations! It is with great pleasure that we invite you to join the exciting world of Naehas Software India Pvt Ltd ("Naehas"). As we continue to evolve, we look for people who are committed towards technology and our culture of innovation. We are delighted to offer you to join our team as an **Associate Software Engineer**

Your start date will be 5th January 2023

Your home office would be in Gurugram, India.

Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of employment, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management and company policies. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary.

Compensation, Allowances & Benefits

Your compensation, allowance and benefits components are outlined in Annexure A & B to this agreement.

All amounts and allowances outlined in Annexure A are Pre-Tax amounts and will be taxable in accordance with the taxation laws in India. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise, they will be paid as taxable components. By accepting the present offer, you agree that the aforementioned consideration is sufficient for you to accept the offer and you agree that the terms and conditions contained in this Agreement are enforceable.

The Company reserves the unilateral right to revise the terms of the benefits or to eliminate any benefits altogether. You agree that any changes to these benefits will not affect or change any other part of this Offer. For more details on relevant policies and procedures, you should contact the HR

Page | 1

Deepak Sharma

NAEHAS SOFTWARE INDIA PVT. LTD. (A SUBSIDIARY OF NAEHAS)
Corporate Office: Plot No 270, Phase 2, Udyog Vihar, Sector 20
GURUGRAM, HARYANA-122016

154
Training and Placement Officer
Tula's Institute, Dehradun



Your employment with Naehas is conditional upon you're not being employed simultaneously, whether full time or part time or as a contractor, with any other organization, person or entity or being a partner in a partnership firm or Direction on the Board of any Company, or having any other affiliation that will detract from your full time employment with Naehas

Non-Solicitation

By accepting the present offer, you covenant and agree that, while you are employed by the Company and for a period of 12 months immediately following the termination of your employment for any reason, you shall not directly or indirectly:

- a) solicit, induce or influence, or attempt to solicit, induce or influence, any client of the Company to whom you provided products or services in the 12-month period preceding the termination of your employment, to terminate or modify any written or oral agreement, arrangement or course of dealing with the Company.
- b) solicit, induce or influence, or attempt to solicit, induce or influence, any consultant, supplier, licensor, licensee, contractor, agent or strategic partner, or other person who provided services or products to the Company in the course of your employment with the Company within the 12-month period preceding the termination of your employment, to terminate or modify any written or oral agreement, arrangement or course of dealing with the Company; and
- c) solicit, induce or influence, or attempt to solicit, induce or influence, any employee or independent contractor of the Company who was employed by or working for the Company at the time of the termination of your employment, to terminate their employment or agreement with the Company.

Non-Competition

By accepting the present offer, you covenant and agree that, while you are employed by the Company and for a period of 12 months immediately following the termination of your employment for any reason, you will not become engaged, as an employee, consultant, partner, principal, agent, or advisor for any Client of the Company, without the Company's written consent. For the purposes of this section, a "Client" of the Company means any person or entity with whom the Company conducted business at any time within the 12-month period prior to the termination of your employment, and with whom you had direct contact with or knowledge of in the course of your employment with the Company.

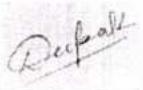
You also acknowledge and agree that the aforesaid provisions, as regards non solicitation and non-competition, are reasonable and necessary for the protection of the legitimate business interests of the Company and that all restrictions in these provisions are reasonable and valid and any defenses to the strict enforcement thereof by the Company are waived by you. Without limiting the generality of the foregoing, you consent to an injunction being granted by a court of competent jurisdiction in the event that you are in breach of any of the provisions stipulated in this Offer. You hereby expressly acknowledge and agree that injunctive relief is an appropriate and fair remedy in the event of a breach of any of the said provisions.

Your obligations as regards non-solicitation and non-competition are to remain in effect in accordance with each of their terms and will exist and continue in full force and effect despite any breach or



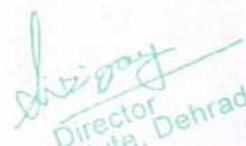
Acceptance of Employment Offer:

I Deepak Sharma have read, understood, and accepted this offer of employment, as set forth above, with the Company and will report on 5-January 2023

Signature:  Date: 10/11/22

Attachments:

1. Annexure A – Compensation Structure Information
2. Annexure B – Benefit Summary
3. Laptop Issue & Usage Agreement
4. Joining Time Document Checklist -will be shared upon acceptance
5. Agreement relating to Intellectual Property and Confidentiality- will be shared upon acceptance


Director
Tula's Institute, Dehradun

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Deepak Sharma

NAEHAS SOFTWARE INDIA PVT. LTD. (A SUBSIDIARY OF NAEHAS)
Corporate Office: Plot No 270, Phase 2, Udyog Vihar, Sector 20
GURUGRAM, HARYANA-122016


156
Training and Placement Officer
Tula's Institute, Dehradun



- Benefits: Accidental coverage of INR 20,000 Lac per annum + Term life insurance coverage of 3 times of Gross CTC
- Group Health Insurance Coverage: INR 10,00,000 -Family floater
- Internet reimbursement up to INR 18,000 Per year on bill submissions till work from home mandate
- Meals-Benefits- only applicable working from office
- Special Retention Bonus is forfeited in case of resignation before 2 yrs. of service.

The pay-out of the Sign-on Bonus if applicable (not applicable in case of freshers) is subject to claw back in case you leave the Organization before completing 12 months of consecutive service from your date of joining mentioned above. The Sign-on Bonus shall be fully recoverable (100% of the amount) from you in case of voluntary/involuntary termination of your employment with the Organization within 12 months from your date of joining.

Annexure B

Terms & Benefits Items	Description
Working Hours	Monday to Friday (Flexible)
Leaves	24 leaves (12-CL/SL+12 EL)
Country(mandated)	Employees will be entitled to 10 public holidays

Deepak
Director
Tula's Institute, Dehradun

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SHEETAL ENTERPRISES

Manufacturer:

Servo Voltage Stabilizer, Fire Fighting Panel, LT Panel, Motor Stater Panel With Automation
PLC & Scada Base, LT Panel, Solar Panel, WiFi Water Level Indicator

Ref. No.: Recruitment/2023/10

Dated: 26/06/2023

Mr. Kishlay Sharma

Provisional Offer Letter

Dear Kishlay,

We are pleased to extend this offer of employment for the position of Data Analyst at Sheetel Enterprises. We were impressed with your skills, experience, and enthusiasm during the interview process, and we believe that you will be a valuable addition to our team.

Position: Data Analyst
Salary: 3,00,000 Per Annum

We believe that your expertise and background will contribute significantly to our team's success. As a Data Analyst, you will have the opportunity to work on exciting projects and collaborate with talented individuals to create innovative solutions.

Sincerely,

Mr. Sober Singh
Director

Accepted by:

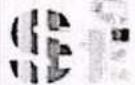
Date: _____

Director
Tula's Institute, Dehradun

Plot No. 18 Corss 2B, Tapovan Enclave, Raipur Road, Dehradun (UK) - 248001
www.sheetalenterprises.co Email : sheetalenterprises4801@gmail.com

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Training and Placement Officer
Tula's Institute, Dehradun



SHEETAL ENTERPRISES

Manufacturer:

Servo Voltage Stabilizer, Fire Fighting Panel, LT Panel, Motor Stater Panel With Automation
PLC & Scada Base, LT Panel, Solar Panel, WiFi Water Level Indicator

Ref. No.: Recruitment/2023/11

Dated: 26/06/2023

Mr. Akshay Kumar

Provisional Offer Letter

Dear Akshay,

We are pleased to extend this offer of employment for the position of Software Engineer at Sheetal Enterprises. We were impressed with your skills, experience, and enthusiasm during the interview process, and we believe that you will be a valuable addition to our team.

Position: Software Engineer

Salary: 3,00,000 Per Annum

We believe that your expertise and background will contribute significantly to our team's success. As a Software Engineer, you will have the opportunity to work on exciting projects and collaborate with talented individuals to create innovative solutions.

Sincerely,

Mr. Sobersh Singh
Director

Accepted by:

Date: _____

Subhash
Director
Tula's Institute, Dehradun

Plot No. 18 Corss 2B, Tapovan Enclave, Raipur Road, Dehradun (UK) - 248001
www.sheetalenterprises.co Email : sheetalenterprises4801@gmail.com

SHEETAL ENTERPRISES

Manufacturer:

Servo Voltage Stabilizer, Fire Fighting Panel, LT Panel, Motor Stater Panel With Automation
PLC & Scada Base, LT Panel, Solar Panel, WiFi Water Level Indicator

Ref. No.: Recruitment/2023/12

Dated: 26/06/2023

Mr. Chandan Kumar

Provisional Offer Letter

Dear Chandan,

We are pleased to extend this offer of employment for the position of Database Administrator at Sheetal Enterprises. We were impressed with your skills, experience, and enthusiasm during the interview process, and we believe that you will be a valuable addition to our team.

Position: Database Administrator

Salary: 3,00,000 Per Annum

We believe that your expertise and background will contribute significantly to our team's success. As a Database Administrator, you will have the opportunity to work on exciting projects and collaborate with talented individuals to create innovative solutions.

Sincerely,

Mr. Soberish Singh
Director

Accepted by:

Date: _____

Director
Tula's Institute, Dehradun

Plot No. 18 Corss 2B, Tapovan Enclave, Raipur Road, Dehradun (UK) - 248001
www.sheetalenterprises.co Email : sheetalenterprises4801@gmail.com

Training and Placement Officer
Tula's Institute, Dehradun

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SHEETAL ENTERPRISES

Manufacturer:

Servo Voltage Stabilizer, Fire Fighting Panel, LT Panel, Motor Starter Panel With Automation
PLC & Scada Base, LT Panel, Solar Panel, WiFi Water Level Indicator

Ref. No.: Recruitment/2023/13

Dated: 26/06/2023

Ms. Puspanjali Kumari

Provisional Offer Letter

Dear Puspanjali,

We are pleased to extend this offer of employment for the position of Database Administrator at Sheetel Enterprises. We were impressed with your skills, experience, and enthusiasm during the interview process, and we believe that you will be a valuable addition to our team.

Position: Database Administrator
Salary: 3,00,000 Per Annum

We believe that your expertise and background will contribute significantly to our team's success. As a Database Administrator, you will have the opportunity to work on exciting projects and collaborate with talented individuals to create innovative solutions.

Sincerely,

Mr. Sobersh Singh
Director

Accepted by:

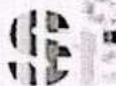
Date: _____

Tula's Institute, Dehradun
Director

Plot No. 18 Corss 2B, Tapovan Enclave, Raipur Road, Dehradun (UK) - 248001
www.sheetalenterprises.co Email : sheetalenterprises4801@gmail.com

(161)

Training and Placement Officer
Tula's Institute, Dehradun



SHEETAL ENTERPRISES

Manufacturer:

Servo Voltage Stabilizer, Fire Fighting Panel, LT Panel, Motor Stater Panel With Automation
PLC & Scada Base, LT Panel, Solar Panel, WiFi Water Level Indicator

Ref. No.: Recruitment/2023/14

Dated: 26/06/2023

Ms. Seema

Provisional Offer Letter

Dear Seema,

We are pleased to extend this offer of employment for the position of Data Analyst at Sheetal Enterprises. We were impressed with your skills, experience, and enthusiasm during the interview process, and we believe that you will be a valuable addition to our team.

Position: Data Analyst

Salary: 3,00,000 Per Annum

We believe that your expertise and background will contribute significantly to our team's success. As a Data Analyst, you will have the opportunity to work on exciting projects and collaborate with talented individuals to create innovative solutions.

Sincerely,

Mr. Sobersh Singh
Director

Accepted by:

Date: _____

Director
Tula's Institute, Dehradun

Plot No. 18 Corss 2B, Tapovan Enclave, Raipur Road, Dehradun (UK) -248001
www.sheetalenterprises.co Email : sheetalenterprises4801@gmail.com

Training and Placement Officer
Tula's Institute, Dehradun

162



SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/ 101

Date: 10/07/2023

Provisional Offer letter

Dear Ananya Mishra,

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Sys Engineer for the Facility Management. Your joining date will be 10-5-2023 or before that.

Kindly report to :-

HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh
Mr. Santosh Sharma
Project Manager

Director
Tula's Institute, Dehradun

CC:

Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: info@ShorValley.com

Training and Placement Officer
Tula's Institute, Dehradun

163

J



SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/102

Date: 10/07/2023

Provisional Offer letter

Dear Kajal Singh

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Networks Engineer for the Facility Management. Your joining date will be 10-5-2023 or before that.

Kindly report to :-

HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh

Mr. Santosh Sharma
Project Manager

10/07/2023
Director
Tula's Institute, Dehradun

CC:

Director, Shor Valley Private Limited



SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/ 103

Date: 10/07/2023

Provisional Offer letter

Dear Priyam Pahadia

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Data Analyst for the Facility Management. Your joining date will be 10-05-2023 or before that.

Kindly report to :-
HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Mr. Santosh Sharma
Project Manager

Director
Tula's Institute, Dehradun

CC:
Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: info@ShorValley.com

Training and Placement Officer
Tula's Institute, Dehradun

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SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/ 104

Date: 10/07/2023

Provisional Offer letter

Dear Chhaya Bharti,

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Software Engineer for the Facility Management. Your joining date will be 10-05-2023..... or before that.

Kindly report to :-

HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh
Mr. Santosh Sharma
Project Manager

Shreyas
Director
Tula's Institute, Dehradun

CC:

Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: Info@ShorValley.com

Training and Placement Officer
Tula's Institute, Dehradun

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SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/105

Date: 10/07/2023

Provisional Offer letter

Dear *Jayant Ranjan*

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as *Software Engineer* for the Facility Management. Your joining date will be *10-05-2023* or before that.

Kindly report to :-

**HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007**

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh
Mr. Santosh Sharma
Project Manager

Shyampur
Director
Tula's Institute, Dehradun

CC:

Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: info@ShorValley.com

V 167
Training and Placement Officer
Tula's Institute, Dehradun



SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/106

Date: 10/07/2023

Provisional Offer letter

Dear Rohit Kumar

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Database Admin for the Facility Management. Your joining date will be 10-05-2023 or before that.

Kindly report to :-
HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh.
Mr. Santosh Sharma
Project Manager

Anil Ray
Director
Tula's Institute, Dehradun

CC:
Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: info@ShorValley.com

Training and Placement Officer
Tula's Institute, Dehradun

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SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/ 107 -

Date: 10/07/2023

Provisional Offer letter

Dear Hargopal Ashutosh

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Field N/o Engineers for the Facility Management. Your joining date will be 10-05-2023..... or before that.

Kindly report to :-

HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh
Mr. Santosh Sharma
Project Manager

Sanjiv
Director
Tula's Institute, Dehradun

CC:

Director, Shor Valley Private Limited



SHOR VALLEY PRIVATE LIMITED

Joshi Gali, Shyampur, Premnagar,
Dehradun, UK, India - 248007

Ref. No: SVPL/HR/202307/ 108

Date: 10/07/2023

Provisional Offer letter

Dear Shivam Baurai

This is refer to our discussion and rounds of interviews with us. We would like to inform you that you have been selected as Field N/w Engineer for the Facility Management. Your joining date will be 10-05-2023 or before that.

Kindly report to :-

**HR, Shor Valley Private Limited,
Shyampur, Premnagar,
Dehradun, Uttarakhand - 248007**

This is Provisional offer letter and you have to report Shor Valley Private Limited, on or before as mentioned above .

Your original offer letter will be issued after completing your joining formality.

Kindly carry Your Photo ID proof with you at the time of your reporting to your respective place.

Regards,

Santosh
Mr. Santosh Sharma
Project Manager

Shivam
Director
Tula's Institute, Dehradun

CC:
Director, Shor Valley Private Limited

<https://www.ShorValley.com>

email: info@ShorValley.com

Training and Placement Officer
Tula's Institute, Dehradun

170

Subject: Offer Letter

Dear Anubhav Srivastava,

Date: 05/09/2022

This letter confirms our previous conversations and interviews regarding the employment opportunity available to you with YOUNGMAN INDIA PVT. LTD. The Company hereby offers you full-time employment as a "Lead Qualifier; Sales" commencing on 5th Sept 2022 with total compensation of INR 4,75,360/- Per Annum.

Compensation is a strictly confidential matter and should not be discussed with anyone, knowingly or unknowingly. Failure to observe confidentiality may attract disciplinary action.

During the period of your employment, you shall (a) report to the assigned person who will be allotted to you post joining, (b) devote your entire working time for or at the direction of the Company or its affiliates, (c) use your best efforts to complete all assignments, and (d) adhere to the Company's procedures and policies in place from time to time.

The terms of offer are as follows:

- A. Job Location: Greater Noida.
- B. Compensation: INR 4,75,360/- Per Annum.
- C. Your employment is aligned with satisfactory reference checks. If you will be found unethical in any checks and reference checks your employment would be seized and that will result in immediate termination.
- D. Normal contracted hours of work: Due to the nature of this position, it will be necessary for you to work 9 hours as may be reasonably required for the proper performance of duties, but no less than the normal hours of work of the Company comprising Monday to Saturday (2nd and 4th Saturdays Off) including daily half an hour lunch-break. This doesn't apply on Operations department.
- E. Holiday: As per the list as agreed within the company. All holidays have to be approved by the reporting officer.
- F. You shall be on probation for the period of 6 months, where after your services shall be confirmed as per company rules.

Udyog
Director
Tula's Institute, Dehradun

171

Training and Placement Officer
Tula's Institute, Dehradun

We require the following documents (Photocopy) when you come on your induction and orientation with YOUNGMAN: 4 Photographs and also one e-photo (soft copy) with you in your email

- Cancelled Cheque copy
- PAN card + Aadhar card (Photocopy)
- Educational Documents (10th to last)
- NOC from college in case of campus placement.

Do let me know prior in case you do not have any of your documents on your day of joining.

Also, feel free to contact if you have any query.

Request you to please confirm your joining by replying to this email within 2 working days.

Please Note – You will get the detailed Offer letter post joining.

Yours Faithfully,

For YOUNGMAN INDIA PVT. LTD.

Sarita Malik

HOD- HRM (Authorized Signatory)

Sarita Malik
Director
Tula's Institute, Dehradun

172

Training and Placement Officer
Tula's Institute, Dehradun

Plot no. 14, UDHYOG KENDRA Extension 1, GREATER NOIDA, UTTAR PRADESH (201310)

www.youngman.co.in || PH: +91-9015964626 || Sales@youngman.co.in

Subject: Offer Letter

Dear Nikhil Saxena,

Date: 05/09/2022

This letter confirms our previous conversations and interviews regarding the employment opportunity available to you with YOUNGMAN INDIA PVT. LTD. The Company hereby offers you full-time employment as a "Lead Qualifier; Sales" commencing on 5th Sept 2022 with total compensation of INR 4,75,360/- Per Annum.

Compensation is a strictly confidential matter and should not be discussed with anyone, knowingly or unknowingly. Failure to observe confidentiality may attract disciplinary action.

During the period of your employment, you shall (a) report to the assigned person who will be allotted to you post joining, (b) devote your entire working time for or at the direction of the Company or its affiliates, (c) use your best efforts to complete all assignments, and (d) adhere to the Company's procedures and policies in place from time to time.

The terms of offer are as follows:

- A. **Job Location:** Greater Noida.
- B. **Compensation:** INR 4,75,360/- Per Annum.
- C. Your employment is aligned with satisfactory reference checks. If you will be found unethical in any checks and reference checks your employment would be seized and that will result in immediate termination.
- D. Normal contracted hours of work: Due to the nature of this position, it will be necessary for you to work 9 hours as may be reasonably required for the proper performance of duties, but no less than the normal hours of work of the Company comprising Monday to Saturday (2nd and 4th Saturdays Off) including daily half an hour lunch-break. This doesn't apply on Operations department.
- E. Holiday: As per the list as agreed within the company. All holidays have to be approved by the reporting officer.
- F. **You shall be on probation for the period of 6 months, where after your services shall be confirmed as per company rules.**

Shivay
Director
Tula's Institute, Dehradun

173

We require the following documents (Photocopy) when you come on your induction and orientation with YOUNGMAN: 4 Photographs and also one e-photo (soft copy) with you in your email

- Cancelled Cheque copy
- PAN card + Aadhar card (Photocopy)
- Educational Documents (10th to last)
- NOC from college in case of campus placement.

Do let me know prior in case you do not have any of your documents on your day of joining.

Also, feel free to contact if you have any query.

Request you to please confirm your joining by replying to this email within 2 working days.

Please Note – You will get the detailed Offer letter post joining.

Yours Faithfully,

For YOUNGMAN INDIA PVT. LTD.

Sarita Malik

HOD- HRM (Authorized Signatory)

Sarita
Director
Tula's Institute, Dehradun

174

Training and Placement Officer

Plot no. 14, UDHYOG KENDRA Extension 1, GREATER NOIDA, UTTAR PRADESH (201310), Dehradun
www.youngman.co.in || PH: +91-9015964626 || Sales@youngman.co.in

Subject: Offer Letter

Dear Videsh Kumar,

Date: 05/09/2022

This letter confirms our previous conversations and interviews regarding the employment opportunity available to you with YOUNGMAN INDIA PVT. LTD. The Company hereby offers you full-time employment as a "Lead Qualifier; Sales" commencing on 5th Sept 2022 with total compensation of INR 4,75,360/- Per Annum.

Compensation is a strictly confidential matter and should not be discussed with anyone, knowingly or unknowingly. Failure to observe confidentiality may attract disciplinary action.

During the period of your employment, you shall (a) report to the assigned person who will be allotted to you post joining, (b) devote your entire working time for or at the direction of the Company or its affiliates, (c) use your best efforts to complete all assignments, and (d) adhere to the Company's procedures and policies in place from time to time.

The terms of offer are as follows:

- A. **Job Location:** Greater Noida.
- B. **Compensation:** INR 4,75,360/- Per Annum.
- C. Your employment is aligned with satisfactory reference checks. If you will be found unethical in any checks and reference checks your employment would be seized and that will result in immediate termination.
- D. Normal contracted hours of work: Due to the nature of this position, it will be necessary for you to work 9 hours as may be reasonably required for the proper performance of duties, but no less than the normal hours of work of the Company comprising Monday to Saturday (2nd and 4th Saturdays Off) including daily half an hour lunch-break. This doesn't apply on Operations department.
- E. Holiday: As per the list as agreed within the company. All holidays have to be approved by the reporting officer.
- F. **You shall be on probation for the period of 6 months, where after your services shall be confirmed as per company rules.**

S. D. S. S.
Director
Tula's Institute, Dehradun

175

Training and Placement Officer
Tula's Institute, Dehradun

We require the following documents (Photocopy) when you come on your induction and orientation with YOUNGMAN: 4 Photographs and also one e-photo (soft copy) with you in your email

- Cancelled Cheque copy
- PAN card + Aadhar card (Photocopy)
- Educational Documents (10th to last)
- NOC from college in case of campus placement.

Do let me know prior in case you do not have any of your documents on your day of joining.

Also, feel free to contact if you have any query.

Request you to please confirm your joining by replying to this email within 2 working days.

Please Note – You will get the detailed Offer letter post joining.

Yours Faithfully,

For YOUNGMAN INDIA PVT. LTD.

Sarita Malik

HOD- HRM (Authorized Signatory)

Sarita Malik
Director
Tula's Institute, Dehradun

176

R

Training and Placement Officer

Plot no. 14, UDHYOG KENDRA Extension 1, GREATER NOIDA, UTTAR PRADESH (201310), Dehradun

www.youngman.co.in || PH: +91-9015964626 || Sales@youngman.co.in



SUNCITY SHEETS PRIVATE LIMITED

Plot No. 503/2, 520/P2 Village -Gundala Tehsil -Mundra Kachchh 370410 Gujarat India

Payslip for the month of August 2023

Emp Code 1118	Name : AMAN DIXIT	Date of Joining : 01/07/2023	UAN No:	
Branch : MUNDRA	Department PRODUCTION	Grade : SL-3	Designation : ENGINEER	
PF No. :	ESIC No.	PAN : GNWPD2140B	FIXED CTC: 17347	
Total Days : 31.00	Days Present 30.00	PH/WEO : 5.00	LWP/Absent : 1.00	
Sick Leave : 0.00	Privileged Leave : 0.00	Casual Leave : 0.00	Compensatory Leave : 0.00	
Balance SL : 0.75	Balance PL : 0.00	Balance CL : 1.00	Balance COL : 0.00	
Earnings	Fixed Gross	Earning Gross	Deductions	
Basic Salary	13,671.00	13230.00	Food deduction 1680.00	
HRA	329.00	318.00	Provident Fund 1588.00	
Other Allowance	0.00	0.00	ESIC 0.00	
Overtime	0.00	9210.00	Profession Tax 200.00	
Total Earnings :	22758.00	Total Deductions :	3468.00	
		Net Pay :	19290.00	
RUPEES : NINETEEN THOUSAND TWO HUNDRED NINETY ONLY				
Payment Details :				
Mode of Payment	Disbursement Date	Employee Bank	Account No	Amount
BANK TRANSFER	31/08/2023	SBI	38576169186	19290.00

Anil Dayal
Director
Tula's Institute, Dehradun

177

D
Training and Placement Officer
Tula's Institute, Dehradun

**SUNCITY SHEETS PRIVATE LIMITED**

Plot No. 503/2, 520/P2 Village -Gundala Tehsil -Mundra Kachchh 370410 Gujarat India

Payslip for the month of August 2023

Emp Code 1116	Name : KAPIL KUMAR PAL	Date of Joining : 01/07/2023	UAN No:	
Branch : MUNDRA	Department PRODUCTION	Grade : SL-3	Designation : ENGINEER	
PF No. :	ESIC No.	PAN : GMIPP3429J	FIXED CTC: 17257	
Total Days : 31.00	Days Present 29.00	PH/WEO : 6.00	LWP/Absent : 2.00	
Sick Leave : 0.00	Privileged Leave : 0.00	Casual Leave : 0.00	Compensatory Leave : 0.00	
Balance SL : 0.75	Balance PL : 0.00	Balance CL : 1.00	Balance COL : 0.00	
Earnings	Fixed Gross	Earning Gross	Deductions	
Basic Salary	13,671.00	12789.00	Food deduction 2000.00	
HRA	329.00	308.00	Provident Fund 1535.00	
Other Allowance	0.00	0.00	ESIC 0.00	
Overtime	0.00	7684.00	Profession Tax 200.00	
Total Earnings :	20781.00	Total Deductions :	3735.00	
		Net Pay :	17046.00	
RUPEES : SEVENTEEN THOUSAND FORTY-SIX ONLY				
Payment Details :				
Mode of Payment	Disbursement Date	Employee Bank	Account No	Amount
BANK TRANSFER	31/08/2023	UNION BANK	323422010000370	17046.00

Director
Tula's Institute, Dehradun

178

Training and Placement Officer
Tula's Institute, Dehradun

Subject: Offer Letter**Dear Adarsh Kumar,****Date: 05/09/2022**

This letter confirms our previous conversations and interviews regarding the employment opportunity available to you with **YOUNGMAN INDIA PVT. LTD.** The Company hereby offers you full-time employment as a "**Lead Qualifier; Sales**" commencing on **5th Sept 2022** with total compensation of **INR 4,75,360/- Per Annum.**

Compensation is a strictly confidential matter and should not be discussed with anyone, knowingly or unknowingly. Failure to observe confidentiality may attract disciplinary action.

During the period of your employment, you shall (a) report to the assigned person who will be allotted to you post joining, (b) devote your entire working time for or at the direction of the Company or its affiliates, (c) use your best efforts to complete all assignments, and (d) adhere to the Company's procedures and policies in place from time to time.

The terms of offer are as follows:

- A. **Job Location:** Greater Noida.
- B. **Compensation:** INR 4,75,360/- Per Annum.
- C. Your employment is aligned with satisfactory reference checks. If you will be found unethical in any checks and reference checks your employment would be seized and that will result in immediate termination.
- D. Normal contracted hours of work: Due to the nature of this position, it will be necessary for you to work 9 hours as may be reasonably required for the proper performance of duties, but no less than the normal hours of work of the Company comprising Monday to Saturday (2nd and 4th Saturdays Off) including daily half an hour lunch-break. This doesn't apply on Operations department.
- E. Holiday: As per the list as agreed within the company. All holidays have to be approved by the reporting officer.
- F. **You shall be on probation for the period of 6 months, where after your services shall be confirmed as per company rules.**

*Tula's Institute, Dehradun
Director, Dehradun*

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Training and Placement Officer

Plot no. 14, UDHYOG KENDRA Extension 1, GREATER NOIDA, UTTAR PRADESH (201310)
www.youngman.co.in || PH: +91-9015964626 || Sales@youngman.co.in

We require the following documents (Photocopy) when you come on your induction and orientation with YOUNGMAN: 4 Photographs and also one e-photo (soft copy) with you in your email

- Cancelled Cheque copy
- PAN card + Aadhar card (Photocopy)
- Educational Documents (10th to last)
- NOC from college in case of campus placement.

Do let me know prior in case you do not have any of your documents on your day of joining.

Also, feel free to contact if you have any query.

Request you to please confirm your joining by replying to this email within 2 working days.

Please Note – You will get the detailed Offer letter post joining.

Yours Faithfully,

For YOUNGMAN INDIA PVT. LTD.

Sarita Malik

HOD- HRM (Authorized Signatory)

Sarita Malik
Director
Tula's Institute, Dehradun

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D

**ADITYA UTKARSH
TULAS INSTITUTE
DEHRADUN
UTTARAKHAND**

Sub: Letter of Appointment at Ceasefire Industries Pvt. Ltd.

Dear ADITYA,

We are pleased to appoint you at the position of **CEASEFIRE MANAGEMENT TRAINEE**. You are required to join us on **09-Aug-2023**. You shall be a part of the **CSD** based at **DELHI FSS** and shall be governed by the terms and conditions of this Letter/Agreement. You shall be governed by the policies, rules, processes, handbooks, and regulations of the Company as applicable and amended or altered from time to time during the course of your employment (the "Company Policies"). The Statutory Laws enacted by the local Authority, State or Central Government as applicable to company from time to time shall also be applicable to you.

1) Compensation:

You will be paid the Compensation as per enclosed annexure(s). The Company reserves the right to revise/re-structure your Compensation at any time in accordance with the terms of its Performance management system and Compensation Framework Policy.

2) E-Joining & Induction:

You will be a part of e-induction & training for 10 days post which a test will be conducted to evaluate your understanding of the company and products. In case of unsuccessful training, Company reserves the right to withdraw this offer of appointment and will not be liable to pay any Compensation for the training period.

3) Probation Period:

You will be on probation for an initial period of 6 months from the date of your joining. Thereafter, your employment may be confirmed, or probation period may be extended by the Company in its sole discretion. Upon completion of the probationary period, you shall be confirmed and shall acquire status of a confirmed employee until extension of probation is communicated in writing within 30 days from completion of probation period. Non-communication of extension of probation shall not mean automatic absorption in permanent employment of the company. Your services during probationary period can be terminated without any notice, cause or assigning any reasons thereof.

4) Professional Commitment:

All employees are required to comply with Company Policies, which shall be simultaneously communicated to you upon your joining of the company through our internal HR portal – HRMS. You are expected to read, understand, and keep yourself apprised of the same and also keep yourself updated about the changes/amendments carried out in the company's policies from time to time. In case of any questions in respect of the Company Policies, you may reach out to the HR team for clarifications.

5) Conflict of Interest:

a) During your employment, you will not engage yourself in any business, trade, avocation or activity or investment, without the prior written consent of the management. The employee at no point of time shall carry out any activity that:

- i) conflicts with the Company's business interests,
- ii) occupies your attention so as to interfere with the proper and efficient performance of your duties and obligations towards the Company, or
- iii) interferes with the independent exercise of your judgment in the Company's best interests.

b) You will devote your entire time to the work of the Company and will not undertake any direct / indirect (including as an employee, independent contractor, consultant, principal, agent, director, joint venture party, partner, trustee, beneficiary etc.) business or work, honorary or remunerator except with the prior written permission of the Company in each case.

c) During your employment and for a period of 12 months from the cessation of your appointment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause), you will not solicit, induce or encourage:

- i) Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
- ii) Any existing investor to become associated with or perform services of any type for any third party.
- iii) You yourself or any of your family member should not start any business which is similar to the business of the company

6) Non-Solicitation of Clients and Employees; Non-compete

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(TENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS | KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

EASEFIRE INDUSTRIES PRIVATE LIMITED

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Athura Road, New Delhi - 110044
> +91 11 41846800 | response@ceasefire.in

Registered Office :

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Strand Cinema, Colaba, Mumbai - 400005, India
Tel: 022-22854677 / 78 | Fax: 022-66349069

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Tulasi Institute, Dehradun

CIN No: U74915MH2002PTC136

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+91 9540 666 666

+91 1800 120 347

+91 120 4223473

a) You agree that you will not at any time during your employment with the Company and the Restraint Period (i.e., the period of 12 months from the date of termination of your employment with the Company howsoever caused (whether your employment is terminated by you or the Company and whether with or without cause)):

i) either individually or through any Company controlled by you and either on your own behalf or on behalf of any person, directly or indirectly, canvass, solicit or endeavor to entice from the Company any client or customer(s) of the Company, or any person(s), who at any time during of your employment, are the clients or employees or customers of the Company, or had a relationship with the Company.

ii) either individually or through any Company controlled by you and either on your behalf or on behalf of any other person, directly or indirectly solicit for employment, or endeavor to employ or to retain as an independent contractor or agent, any person who is an employee of the Company as of the date of termination of your employment or was an employee of the Company at any time during the Restraint Period.

iii) Counsel, induce, interfere, or otherwise assist any person to do any of the acts referred to in sub- paragraphs (i) and (ii) of this clause.

b) You agree and undertake that you shall not accept, continue or engage in, whether directly or indirectly, through being on rolls of or as a consultant and / or third party outsourced and / or in-sourced and whether on a part time or full time basis, any job, profession, business, service or vocation of any kind whatsoever, which is in competition with the Company, whether individually or in a Company, firm, sole proprietorship or other entity, for a period of 12 months from the date of termination of employment with the Company.

c) You agree that since your employment will make you privy to sensitive and confidential data, including costing sheets, vendor and customer details, tender quotations etc, the restrictions set out above are reasonable & valid, and all defenses to the strict enforcement of this covenant by the Company are waived by you.

7) Intellectual property:

Any and all copyrightable works prepared by you within the scope of your employment by the Company will be works made for hire, that the Company will own all rights under copyright in and to such works, and that the Company will be considered the author of all such works. If and to the extent that any applicable jurisdiction should fail to deem any copyrightable work prepared by you during your employment with the Company to be a work made for hire owned by the Company, you hereby irrevocably assign to the Company all rights, title and interest in and to such work to the extent permissible under applicable laws.

8) New Inventions:

You will promptly and fully disclose to the Company any and all inventions, discoveries, designs, developments, improvements and trade secrets, whether or not patentable (collectively Inventions) that you solely or jointly (with the Company) may conceive, develop, reduce to practice or otherwise produce during your employment with the Company. Subject to the 'Notice' below, you agree to grant, and you hereby grant, transfer and assign to the Company all your rights, title and interest in and to such Inventions. You waive any claim towards the Company of any nature whatsoever that you now or hereafter may have for infringement of any patent application, patent, or other intellectual property right relating to any Inventions so assigned to the Company.

Notice: Your obligation to assign rights shall not apply to any Invention that:

a) Was developed entirely on your own time without using any equipment, supplies, facilities, or trade secret information of the Company.

b) Does not relate:

i) Directly to the business of the Company or
ii) To the actual or demonstrably anticipated research or development of the Company; or
iii) Does not result from any work performed by you for the Company.

c) You will assign to the Company or its designee all your rights, title and interest in and to any and all Inventions, full title to which may be required to lie in the India government by law or by any contract between the Company and the Indian government (or any of its agencies). It is clarified that unless expressly required by law, the Company is not required to designate you as an author of any design, computer program, process or related documentation, or other work of authorship assigned, nor it is obligated to seek your consent for any modifications here to or for any other acts in relation thereto. You accordingly waive any and all rights to authorship, including but not limited to any rights to identification of or claiming authorship of the aforementioned works, and all rights of approval of or limitations or modifications to the same and all rights to restrain or claim damages in respect of any distortion, mutilation, modification or other acts in relation to the aforementioned works of authorship.

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9) Excluded and Licensed Inventions:

You must list and describe all Inventions that you are currently developing and all Inventions belonging to you and made by you prior to your employment with the Company that you wish to have those excluded from this Agreement. If no such list is provided, you represent that there are no such Inventions. As to any Invention in which you have an interest at any time prior to or during your employment, if you use or incorporate such an Invention in any released or unreleased Company product, service, program, process, machine, development or work in progress, or if you permit the Company to use or incorporate such an Invention, the Company is hereby granted and shall have an exclusive, irrevocable, perpetual, royalty-free, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, use and sell that Invention without restriction and the right to sublicense those rights to others.

10) Documentation of Intellectual Property Rights:

To the extent permissible under applicable laws, you agree to execute, acknowledge, verify and deliver to the Company, or cause the same to be accomplished, any and all further documents required under applicable laws (including without limitation patent applications, certificates of authorship, and other instruments appropriate for the protection and enforcement of intellectual property rights throughout the world) that the Company may reasonably deem necessary or appropriate to carry out, evidence or effectuate the purposes or intent of this Agreement. If for any reason whatsoever you fail to execute, acknowledge, verify or deliver any such document reasonably requested by the Company, you hereby irrevocably appoint the Company and its duly authorized officers and agents as your agent and attorney in fact, to act in your stead to execute, acknowledge, verify and deliver any such document (as applicable) with the same legal force and effect as if done by you. In furtherance of this Agreement, you will testify at the Company's request and expense in any legal proceeding arising during or after your employment.

11) Leave Entitlement:

Your leave entitlement shall be as per the Company's Leave Policies formulated from time to time. Absence for a continuous period of four days without prior approval of your superior (including overstay of leave / training), would automatically terminate your services without any notice or intimation unless the Company communicates in writing to the contrary.

12) Collection of Company's Outstanding (Applicable for Sales Division)

12.1) You shall be responsible to collect the payment for the material supplied to the customer against the order procured by you, and the same shall be deposited in the office within 24 hours failing which it will be presumed that you have retained the collection willingly and the management shall be at liberty to take any punitive action, as it may deem fit, against you and shall also charge an interest @ 2% per month for the period you would have retained the money of the company with you.

12.2) In the event of your leaving the services of the company, the company shall recover the said amount, retained by you as mentioned in above clause, along with the interest from your dues which may become payable at the time of your leaving. In the event of your leaving you shall be responsible for collecting the payment of the outstanding for the goods supplied against the order procured by you failing which the same shall also be deducted from your full & final settlement.

12.3) Where after deducting the said payments from your dues if any amount still left to be paid by you to the Company then you shall pay such recoverable amount to the Company immediately on demand failing which the company shall take an action, both legal or otherwise, as it may deem fit to recover the said amount.

13) PSP Norms/KRA Criteria:

As an organization, we believe in providing continuous support to the employees during induction period, handholding period and subsequent months. This support will be provided through a Performance Support Program (PSP) from first month of your joining. You will be required to fulfill KRA criteria as defined in PSP clause which are a combination of both qualitative and quantitative norms. For further details of the policy, you may refer to the PSP policy as available on HR portal.

14) Working Days:

The Company works on a 24*7 environment and hence you may be placed on rotational shifts depending on your role, and exigencies of work.

15) Relocation /Transfer:

The Company may transfer you for work at any of the Company's other offices or its affiliates' offices, anywhere in India, whether existing or to be opened in future, as it may deem necessary. Refusal to obey transfer orders shall constitute gross misconduct and shall make you liable for stern disciplinary action, including dismissal from service.

16) Touring / Traveling:

You are liable to travel as required by the Company from time to time and you shall be governed by the Travel rule of the company applicable as of today or as amended by the company from time to time.

17) Role & Responsibility:

The Company may change your role & responsibility for work, at its discretion as it may consider necessary from time to time and in accordance with relevant Company Policy.

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EASEFIRE INDUSTRIES PRIVATE LIMITED

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Training and Placement Officer
Tula's Institute

CIN No. U29193MH2002PTC13

*91 9540 666 66
*91 1800 120 34
*91 120 422347

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18) Bonus:

You shall be entitled for the Bonus as declared by the Company every year as per the Payment of Bonus Act.

19) Gratuity:

You shall be entitled to payment of Gratuity as per the Provisions of the Payment of the Gratuity Act, 1972.

20) Termination & Notice Period:

a) As per company policy, any existing Confirmed employee/ resigned employee will be required to serve stipulated notice period as per the table below:-

Notice period	Levels covered for Sales staff	Levels covered for Support staff
One month notice period	Frontline Business Development profile till Sr. Branch Manager level/ HOL level	All employees till Manager level
Three month's notice period	Assistant Regional Manager (ARM) & above level	All Senior Manager & above level

b) Your employment will also be governed by Company Policies applicable from time to time. The Company reserves the right to terminate your employment without cause with a notice as per above grid or by paying proportionate Basic Salary in lieu of any short notice.

c) In the event of your leaving the service during probation period, you are liable to pay an amount of Rs.7500/- to the company as training expenses which are incurred by the company towards imparting of training and orientation.

d) Your employment /Services can be terminated forthwith (for cause) in the event of misconduct (which includes but is not limited to non-adherence of or breach of this Agreement / Code of Conduct without notice.

e) If you wish to terminate your employment with the Company, you shall be required to serve applicable notice period as per entitlement or pay proportionate Basic Salary (excluding variable) in lieu of any short notice to the Company. The Company in this event will not be liable to pay any amount for the remaining notice period.

f) The company at its sole discretion reserves the right to extent /waive / reduce or accept pay in lieu of notice period.

g) On termination of employment you shall immediately:

- i) Deliver to the Company or as may be directed, all Confidential Information; and
- ii) Return to the Company all equipment, security keys, and other property belonging to the Company.

h) The Company reserves its right to place you under suspension in case any act of commission or omission constituting misconduct or misdemeanor, any act subverting discipline or violating Company Policies or Detrimental to the reputation or goodwill of the Company or prejudicial to the business, interests of the Company, etc., is alleged against you or is committed by you. In case of suspension you will be bound by the terms and conditions as contained in the letter of suspension including direction to mark your attendance at the directed place at the allotted time. During the suspension period you would be entitled to the subsistence allowance at the rate of 50 % of the monthly Basic Salary, if otherwise not governed or regulated by any other applicable legal requirement.

i) Your full time appointment is subject to your being declared medically fit by the company authorized Medical Officer. The company reserves the right to have you medically examined again after your joining or any time during the course of your employment with the company

j) During the duration of your employment the company policies and handbook shall be applicable to you. The company reserves the right to modify, revoke or cancel any policy at any point of time at its sole discretion.

k) It is clearly understood and agreed to by you that the management has the inherent right to invoke 'lay-off' in the event of break down, stoppage or closure of business due to a natural calamity, disaster, epidemic or government imposed lockdown or other Force Majeure conditions, resulting in stoppage of production for reasons beyond the control of the company. In such circumstances, you shall be liable to lay off (as understood under the Industrial Disputes Act) for such period or periods as the situation may require. You shall be paid 50% your salary during the period of lay-off. It is further understood and agreed to by you that you shall remain bound by this clause irrespective of the provisions of Industrial Disputes Act or other laws in force. The Parties agree that this clause shall supersede the relevant provisions of the Industrial Disputes act or other law, nor shall you be entitled to challenge the same before any court or authority of competent jurisdiction.

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21) Restrictions for representing Company after relinquishment of service:

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EASEFIRE INDUSTRIES PRIVATE LIMITED

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21.1) You shall not anywhere at any time after relinquishment of your services/employment either personally or through your agents, friends or relatives directly or indirectly represent yourself as being connected or interested in any way in the business of the Company.

21.2) You, in event of leaving the employment of the company, shall not for a period of 12 months from the date of such relinquishment enter in to the business identical to or competitive in nature to the business of the company. In event of you violating the said terms the company shall be entitled to initiate / press criminal proceedings, charges for recovery of the entire business losses suffered by the company, at present & in future, as the damages from you which you acknowledge and accept.

22) Retirement:

You shall automatically retire from the services of the Company on your completing the age of 58 Years or earlier if found medically unfit/unsound for the job assigned to you at the sole discretion of the Company. The age or date of birth as given by you in your Bio-data supported with birth certificate / Application of Provident Fund Record shall be identical and be treated as final and binding on you by the Company. The Company may at its sole discretion extend the period of employment beyond the age of superannuation on such terms and conditions as mentioned in company's retirement policy.

23) Confidentiality & Non-Disclosure

During your employment you will have access to confidential information relating to Company, shareholder, related and affiliated entities and client (collectively "Confidential Information"). Confidential Information shall include any confidential and proprietary information concerning or relating to the Company or the business of the Company, including but not limited to trade secrets, secret formulae, computer hardware, software programs and designs, databases, sensitive information regarding the Company, its shareholders, related parties, affiliated entities, vendors, employees and clients of the Company, specifications, financial and accounting information, customer and supplier details , correspondence, negotiations and / or contracts with customers and suppliers, market research or other reports pertaining to the Company, performance data, business plan and marketing strategies of the Company & research and development plans and expenditure, research databases and any other information or material that the Company in the future may indicate as confidential, or which may be prima facie confidential .

- a) During your employment and at all times thereafter, you will neither disclose to anyone outside the Company nor use for any purpose other than your work for the Company any Confidential Information.
- b) You will not disclose Confidential Information to other employees of the Company except on a 'need - to - know' basis.
- c) If you have any questions as to what comprises such Confidential Information or to whom if anyone it may be disclosed, you will consult your manager immediately.

24) Company Property

- a) You will be responsible for the safekeeping and return in good condition and order of all the property of the Company, which may be in your use, custody, care, or charge.. For the loss or damage of any property of the Company in your possession, the Company will have the right to assess on its own basis and recover the actual damages of all such material from you and to take such action as it deems proper in the event of your failure to account for such damages to material or property to its satisfaction.
- b) You acknowledge and agree that you will have no ownership or interest in materials, data or information stored on or transmitted using the Company owned or the Company leased property or equipment, all of which shall be subject to access by the Company at any time without notice. When your employment by the Company ends or expires, you will immediately return to the Company all documents, notes, manuals, specifications, designs, pictures, devices, code, email, documents, CDs and tapes created during or related to your employment with the Company, as well as any other material in any form or media containing any Confidential Information. You will also return all keys, access cards, credit cards, identification cards and other property and equipment belonging to the Company.

25) Indemnity:

You shall indemnify the company for all the losses caused to the company, which shall be recoverable from you.

26) Jurisdiction:

That it is agreed by both parties (Employee and Company) that only the Delhi/ New Delhi Courts shall have the exclusive jurisdiction in respect of any matter, claim or dispute arising out of or in any way, relating to this letter.

27) General:

S. K. Ray
Director
Tula's Institute, Dehradun
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CIN NO. U29193MH2002PTC13

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- FIRE**
- a) You are appointed on the basis of your educational qualification, background, certification, and prior experience mentioned by you in your application / personal information form/resume and contingent on us receiving a positive reference check from your previous employers. In case the facts mentioned by you in your application and during the course of your interview are found to be incorrect and unsatisfactory, it will result in termination of your appointment without any notice or salary in lieu thereof.
 - b) You will inform in writing to the Company any change of address or details impacting statutory benefits within a week from the change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served to you.
 - c) The designation assigned to you may be revised depending upon work assignments/responsibilities being undertaken from time to time or as per Company's structural changes.
 - d) You will comply, and do all things that may be necessary for the Company to comply, with the laws and regulations of the central government and all the state governments under which the Company does business, and with provisions of contracts between any such governments and the Company that relate to intellectual property.
 - e) In case of any dispute between the parties, you are bound to first exhaust the remedy provided under the handbook. It shall only be the courts at Delhi/ New Delhi, which shall have the sole jurisdiction to entertain any dispute or claim arising out of this contract or your terms of employment. This agreement is subject to the laws of India.
 - f) The terms of this Agreement detailed above are strictly confidential and should be treated as privileged information between you and the Company.
 - g) In the event any clause or part thereof of this agreement is held to be unenforceable or invalid then said clause or part shall be severed and struck off and all remaining provisions shall remain in full force and effect.
 - h) You acknowledge that the Company has provided you with a reasonable opportunity to review this Agreement and you accept & acknowledge that you understand the terms and conditions mentioned above.

We look forward to having you contribute to our business growth and wish you all the best in your new assignment. Please return us a signed copy of this letter as a token of your acceptance to the above Agreement on Date. In the meantime, do not hesitate to call us, if you have any questions.

FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED

Arnob Das

Arnab Kumar Das
Human Resource

Encl.: - Annexure A

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Director
Tula's Institute, Dehradun
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Strand Cinema, Colaba, Mumbai - 400005, India
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Annexure A**SALARY STRUCTURE**

NAME: ADITYA UTKARSH
DESIGNATION: CEASEFIRE MANAGEMENT TRAINEE
LOCATION: DELHI FSS
DOJ: 09-Aug-2023

Particular	Amounts(Rs.)
Fixed Component	
Basic	20500
House Rent Allowance	4100
Sub Total A	24600
Reimbursement	
Sub Total B	0
Variable Component	
Monthly Performance Linked Reimbursement *	5330
Sub Total B1	5330
Annual/Retirement/Statutory Components	
Gratuity ****	1010
Sub Total C	1010
Total Salary Package (A+B+B1+C)	30940
Total Salary Package Per Annum	371280

Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	29780	357360

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

Leave Encashment: As per company's leave policy.

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

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

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

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

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

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

Note:-All taxes are applicable as per law.

With Best Wishes

Aditya
Director
Tula's Institute, Dehradun

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CTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
TCHEM FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

EASEFIRE INDUSTRIES PRIVATE LIMITED

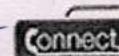
I/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
athura Road, New Delhi - 110044

Tel: 011-41246002 | resource@ceasefire.in

Registered Office :

602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel: 022-22854677 / 78 | Fax: 022-66349069

Tula's Institute CIN No: U29193MH2002PTC138



+91 9540 666 66
+91 1800 120 34
+91 120 4223473

FOR CEASEFIRE INDUSTRIES PRIVATE LIMITED

Arnab Das

Arnab Kumar Das
Human Resource

Acceptance:- Confirm having Received, Read, Understood And Accepted

Signature:

Place:

S. D. S. Dasgupta
Director
Tula's Institute, Dehradun

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TENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS | KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

CEASEFIRE INDUSTRIES PRIVATE LIMITED

I/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
Athura Road, New Delhi - 110044
Email: ceasefire@ceasefire.in

Registered Office :

602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel: 022-22854677 / 78 | Fax: 022-66349069

Training and Placement Officer

CIN No. U29193MH2002PTC13

*91 9540 666 6

*91 1800 120 3

*91 120 422347

*91 120 422347

*91 120 422347

*91 120 422347

OFFER LETTER

Dear Mr. Aditya Utkarsh

Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	09-Aug-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	DELHI CORPORATE
Location :	DELHI

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

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

As discussed & agreed, We would like you to join your duties on **09-Aug-2023**. Actual branch name and address will be informed to you subsequently.

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

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

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

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

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.

Arnab Kumar Das

Human Resource

Director
Tulas Institute, Dehradun

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Training and Placement Officer
Tulas Institute, Dehradun

Annexure - A

NAME : Aditya utkarsh
DIVISION : CSD

DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DOJ : 09-Aug-2023

Particulars

Amounts(Rs.)

	Fixed Component	
Basic		20500
House Rent Allowance		4100
	Sub Total A	24600
	Sub Total B	0
	Variable Component	
Monthly Performance Linked Reimbursement*		5330
	Sub Total B1	5330
Gratuity****		1010
	Sub Total C	1010
	Total Salary Package (A+B+B1+C)	30940
	Total Salary Package Per Annum	371280
Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	29780	357360

Additional Perks

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

Leave Encashment: As per company's leave policy.

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

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

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

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Arnab Das
Director
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun

XTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS | KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

TECHNOSYS

Applied solutions in automation & electrical

Auth. Channel Partner for
YASKAWA
(Drives & Motion Control)

Date : 10.03.2023

To,

Mr. Akhilesh Sunil Shinde

Nashik

Subject : Appointment Letter

Dear Mr. Akhilesh Sunil Shinde

We are pleased to inform you that we have appointed you in our organization as a Trainee Project Engineer.

You will be on probation for six months from the date of your joining. Based on your performance we shall decide about your confirmation.

Your responsibilities will be as under

1. To prepare drawings as per the requirement of the project
2. To execute the project as per the requirement of the client.

You must give notice period of two months, in case if you will resign from the job.

Notes:

1. Your joining date will be 15th March 2023.
2. Our weekly off will be every Saturday.
3. Your Salary shall be Rs. 12000/- per month.

Best Regards,



Technosys Control Solutions

Authorized Signatory

19/3
Director
Tula's Institute, Dehradun

TECHNOSYS Control Solutions

Office & Works : Plot No. 31, Shri Guru Gajanan Ind. Estate, Survey No. 157/1/2
Vilholi-Ambad MIDC Link Road, Vilholi, Nashik - 422010 Ph. (0253) 2979832
E-mail : technosys.nsk@gmail.com Website : www.technosys.in.net

Training and Placement Officer
Tula's Institute, Dehradun

ANNEXURE 1

COMPENSATION & BENEFITS

Annual compensation structure as per the Company guidelines are

Total Cash Compensation Elements		Annual (INR)
(A) Annual Fixed Compensation		3,60,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		30,600/-
Maximum Annual Total Earning Potential (A+B)		3,90,600/-
Training Allowance		
(C) Training Allowance (to be paid to authorised partner* directly by employee)		96,000/-
(D) Additional National Benefits		
Gratuity for each year year of service (indicative and assumed value calculated at an approx of 4.81% of annual basic)		9,100/-
National Insurance Premium paid by Company		11,600/-
(E) Discretionary Benefits/Reimbursements		
Annual Internet reimbursement		18,000/-
Annual Total Earning Potential (A+B+C+D+E) - CTC		5,25,300/-

*Authorised training partner in your case is Perfect E-Learning.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable. TDS is deducted as applicable from your income.

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 needs to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

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.

Candidate Signature:

Shreyansh
Training and Placement Officer
Tula's Institute, Dehradun

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Tula's Institute, Dehradun

**OFFER LETTER - Digvijay Sanjeevan - Trainee Production - HQ- Safidon, HR -
Skylark Feeds Pvt. Ltd.**

<hrd2@skylarkfeeds.com>
To: <digvijaysanjeevan7@gmail.com>
Cc: <placement@tulas.edu.in>, <crd1@tulas.edu.in>

Tue, 20 Dec, 11:18 AM

Date: 20th December 2022

OFFER LETTER

Mr. Digvijay Sanjeevan

Address : Patna, Bihar-800001

Mobile: +91 9693586959, Email – digvijaysanjeevan7@gmail.com

With reference to your application and subsequent interview with Skylark, we are pleased to offer you the position of **Trainee-Production** in our organization under the following terms & conditions.

1. You are requested to join on or before **04th January 2023** at 09:00 AM. You need to report to our Head Office based in Safidon, HR on the day of your joining.
2. Your CTC will be **₹300000/ annum** (Rupees Three Lakh only). Detailed salary structure is given below.
3. Your present place of work will be **Safidon, HR** however during the course of service, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India or outside, at the sole discretion of the management.
4. You will be on probation for a period of six months. During the probationary period, your services can be terminated at any time, without notice or without assigning any reason whatsoever. You will be considered confirmed only after satisfactory completion of your probationary period.
5. After confirmation, your services are subject to termination by one month's notice. But in case of insubordination, indiscipline, dishonesty, neglect of duty, absence without leave or permission for misconduct, your services may be terminated without one month's notice.
6. In any event that you want to terminate your employment with the Company you will be required to give a minimum of 30 days' notice, to enable a smooth transition.

- responsibilities. This minimum notice of 30 days cannot be adjusted against any leaves.
7. Your duties and responsibilities will be defined from time to time as per the requirement of the company and you will be abiding by the same. It should be clearly understood that your assignment can be changed or altered whenever necessary at the discretion of the management to suit any new development or requirements of the company as the same terms without any additional benefits.
8. Any Yearly increment should not be considered as automatic. Your performance will be reviewed every year for the consideration of the annual increment. Increment, if any, as well as the amount of increment will be at the sole discretion of the management.
9. You will not divulge or make any of the trusts, secrets, documents, accounts or business dealings of the organization and anything relating to any person, group of persons, company, form or association etc. You will not publish, directly or indirectly, any information, paper, document or association etc. You will not disclose any information, paper, document or association etc. You will not divulge or make any of the trusts, secrets, documents, accounts or business details of any kind whatsoever relating to the organization or otherwise commit any breach of the matter of any kind whatsoever related to any person, group of persons, company, form or association etc. You will not disclose any information, paper, document or association etc. You shall be treated in the service for the whole of the time and you shall not be engaged in any other business or service, directly or indirectly, whether remuneration or otherwise, without the prior permission of the management in writing. You shall not hold any job while in the service of the company.
10. You shall be treated in the service for the whole of the time and you shall not be engaged in any other business or service, directly or indirectly, whether remuneration or otherwise, without the prior permission of the management in writing. You will faithfully discharge your duties to the best of your abilities.
11. While in the service of organization, you will faithfully diligently discharge your duties to the company.
12. Your services are liable to be transferred to any of the branches, associates and subsidiaries of sister concerns/organization/companies anywhere in India either in existence now or which may come into existence in future. Your services are also liable to be transferred to any territory or area anywhere in the present terms and conditions to other organizations/companies in which the management may have interest. However, in case you get any additional benefit shall cease automatically when the said company discontinues your services or when your services are returned to the parent company.
13. You shall not take any exams or course of studies without the prior permission in writing from the management.
14. Absence for a continuous period of 8 days including absence though applied for but not granted and overstay for a period of 8 days would make you lose your leave on the service and the same shall automatically come to an end without any notice or intimation. In such an eventuality and the management will draw an irrevocable presumption that by remaining absent continuously and throughout, you have abandoned your job.

15. Our company needs your continuous services for at least for 3 years and hence you will not join with any other traders/manufacturer whether existing or proposed to enter in future in line of similar products/ or will deal in similar products at least for the next 12 months after leaving the service.

16. Your appointment and its continuance are subject to your being found physically and mentally fit in the opinion of the management. You can be sent for a medical checkup to a medical officer. In the event of your neglecting, becoming unable to function consequent to ill health, accident, infirmity or any indolence in excess or impropriety, thus rendering you unable to comply with the conditions of your appointment in this organization and/or unable to attend office factory for a period of three consecutive month's or for period amounting in aggregate to three months in any one year, the company will be entitled to terminate your services without one month's notice or without one month's salary in lieu thereof.

17. If any information furnished by you, your bio-data or any other document in connection with your employment is found to be incorrect or it is found at a later stage/date that you have not revealed any relevant information, your services may be terminated forthwith without any notice or notice pay in lieu thereof. Your appointment is subjected to the result of your background verification.

18. Any change in address, telephone no will be intimated to the HR department within seven days from the change, failing which any communication sent to your recorded address shall be deemed to have been served on you.

19. Besides the above conditions, you will abide by the service rules/regulations of company standing orders issued/amended from time to time.

20. Your appointment is subjected to the submission of the following:

1. Certificates of academic and professional qualifications.
2. Aadhaar Card, PAN Card, Family ID, Domicile Certificate, Voter ID, Driving License and Passport.
3. Six passport sized photographs (Colour and Latest).
4. Bank Account Passbook or Cancelled Cheque.
5. Offer Letter, Appointment Letter, Relieving Letter and Experience Letter from all your previous employers.
6. Last three months' salary slips and perquisites from previous employers.

21. The Jind courts shall only have jurisdiction in case of any dispute between the employer and

Subject: OFFER LETTER - Digvijay Sanjeevan - Trainee Production - HQ - Safidion, HR - Skylark Feeds Pvt. Ltd.
Cc: placement@tulas.edu.in, placement@tulas.edu.in, credit@tulas.edu.in, credit@tulas.edu.in
To: digvijaysanjeevan7@gmail.com, digvijaysanjeevan7@gmail.com
Sent: 20 December 2022 11:05
From: hrdr2@skylarkfeeds.com (hrdr2@skylarkfeeds.com)

Please accept this offer within 02 days else the offer will stand withdrawn. Your employment is subject to satisfactory reference checks from your previous organization(s). Any incorrect information furnished by you or negative feedback may lead to cessation of employment.

Note: Please ignore the previous mail.

Detailed Salary Structure		
Salary Heads	Monthly (Rs.)	Annual (Rs.)
Basic Salary	11525	138300
HRA	4610	55320
Other Allowance	6915	82980
Gross	23050	276600
PF - Employer's Contribution	1950	23400
Deduction		
PF - Employee's Contribution	1800	21600
Total Deduction	1800	21600
Net (in Hand)	21250	255000
* Net pay and salary breakup is subject to change as per Statutory Changes. (Income Tax, PF, ESIC, PT, TDS etc.).		

the employee.

Dixon

Technologies(India) PVT. Limited

C 3/1, Selaqui Industrial Area,
Central Hope Town, Dehradun,
Uttarakhand -248001

To,
Vinita Kumari,

Subject- Appointment letter

Dear sir,

We are pleased to appoint you as "Trainee Supervisor" in the engineering and maintenance department from dated 23.01.2023 of our organisation for one year from the date of joining on the following terms and condition:

1. You will be eligible to draw Rs 10,000/- per month as package salary
2. You must continue your service for as least 3 year from the date of joining if your job is confirmed
3. Your resignation, within this 3 year, will not be accepted at any cost.
4. You shall not, while in the working period, engage or interest yourself in any other business
5. During your service if you found dishonest , disobedient your performance and conduct not satisfactory, then your contract would be terminated without assigning any reason what so ever
6. You will be held responsible for any complaints or defects in the quality of the product of department irrespective of the facts that at the time of complain you are in the same department or not or even with Dixon pvt ltd or not.
7. Any disputes arising out of the terms and conditions of this appointment letter will be referred to an arbitrator approved by both you and the management.

If these terms and condition are acceptable to you, please return the duplicate copy duly signed by you as a token as acceptance of terms and conditions mentioned above.

Thanking you

Yours truly,

Ashok Kandwal

Manager Production qualityh

For: Dixon Technologies (India) Pvt Limited.

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Training and Placement Officer
Tula's Institute, Dehradun



Extramarks Education India Private Limited
9th Floor, Umita Business Park, A-95B,
Sector-136, Noida, Gaurav Khand Nagar,
Uttar Pradesh 201304

Date: 9th October, 2022

Dear Priyanshu Biswas

Subject : Offer letter of employment as **Pre Sales Executive**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Pre Sales Executive**. Your cost to company (CTC) will be **Rs. 300,000** (Rupees Three Lakh Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	150,000	12,500
HRA	75,000	6,250
Special Allowances	40,903	3,409
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	2,492	208
Total CTC Per Annum	300,000	25,000

We would expect you to join as early as possible but not later than 10-Oct-2022 at the office located at **Dehradun, Uttarakhand** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company **one month**' notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you **one month**' notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.

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Registration Office: 2nd Floor, Aman Building, 14th Main Connaught Place, New Delhi - 110001
Ph: +91 11 29763271, E-mail: 180003612615@TC263323 | www.extramarks.com

Training and Placement Officer
Tula's Institute, Dehradun



Letter of Intent

September 12, 2022

Prabhanshu Kumar

Tula's Institute The Engineering and Management College, Dehradun

Dear Prabhanshu Kumar,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For HEXWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

Prabhanshu Kumar

HEXWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahap Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

Director
Tula's Institute, Dehradun 197

A
Training and Placement Officer
Tula's Institute, Dehradun



OFFER CUM APPOINTMENT LETTER

Apoorv Arya

House No. 1751 , A Road , Sector 9/D,
Near Noonath Mandir , Bokaro,
Bokaro Steel City, Jharkhand - 827009

6031/77220510/17972485/161023/1856
Date : 16 October 2023

Nazir Dastgir
Director
Tula's Institute, Dehradun

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DIGITAL
LIFE

Apoorv Arya

Date: 16 Oct 2023

6031/77220510/17972485/161023/1856

Dear Apoorv Arya,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee - Jio Spark** on the following terms and conditions:

01. PLACE OF POSTING

Your initial posting will be at **Mumbai RCP**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **31 October 2023**.

02. COMPENSATION

Cost to Company: ₹ 5,00,000/- (₹ FIVE LAKH only) per annum.

CTC is the indicative cost to the company that includes following three major components:

A. Fixed Pay: ₹ 4,04,525/- (₹ FOUR LAKH FOUR THOUSAND FIVE HUNDRED TWENTY FIVE only) per annum.

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

B. Retirals : ₹ 30,258/- (₹ THIRTY THOUSAND TWO HUNDRED FIFTY EIGHT only) per annum

This includes Provident Fund, Gratuity/Ex-gratia and Bonus as per applicable rules.

C. Performance Linked Incentive (PLI): ₹ 65,217/- (₹ SIXTY FIVE THOUSAND TWO HUNDRED SEVENTEEN only) per annum

(This is the maximum payout at Performance Level Significantly Exceeds Expectations).

PLI is a performance linked incentive and is the variable component of the compensation. This will be determined on the basis of your individual performance, your business unit performance, and overall Reliance performance as determined by the Central Apex Committee. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date of disbursement, notwithstanding any delay on the announcement of such disbursement. If any other functionally relevant plan (Such as 'Sale Incentive Plan') is made applicable, the framework of such plan will be applicable instead of PLI.

In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1B.**

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

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LIFE

Apoorv Arya

6031/77220510/17972485/161023/1856

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary plus personal special allowance (if applicable) with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including "Terms & Conditions of Employment" at Annexure II. These employment terms will be effective from the date of your joining the company and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer. We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

For Jio Platforms Limited.

AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

Shri Jayant
Director
Tula's Institute, Dehradun
DATE: _____

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Apoorv Arya

6031/77220510/17972485/161023/1856

ANNEXURE 1-A- Compensation Break-up

Name : Apoorv Arya		Amount in ₹	
Components		Monthly	Annually
A. Fixed Pay			
1. Basic Salary		15,000	1,80,000
2. Personal Special Allowance		0	0
3. Residual Choice Pay		8,163	97,955
4. Medical Insurance Premium (For self spouse 3 dependent children and dependent parents)		2,891	34,696
5. Group Personal Accident Insurance Premium		34	413
6. Group Term Life Insurance Premium		122	1,461
7. House Rent Allowance		7,500	90,000
Total - Fixed Pay [A]		33,710	4,04,525
B. Retirals and Bonus			
1. PF - Employer's Contribution (12% of [Basic Salary + PSA])		1,800	21,600
2. Gratuity / Ex-gratia (4.81% of Basic Salary)		722	8,658
3. Bonus (As per Act)		0	0
Total - Retirals and Bonus [B]		2,522	30,258
C. Performance Linked Incentive (PLI)		5,435	65,217
Total CTC [Fixed Pay + Retirals and Bonus + PLI]		41,667	5,00,000

- The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.
- The insurance premium and coverage amount are subject to revision based on the company policy.
- For computing Provident Fund Contribution, Basic Salary and other statutorily applicable allowances will be considered. Therefore, the actual provident fund contribution may vary from the illustration in Annexure 1-A.
- Employees covered under ESIC will not be covered under GHI, GPA and GTLI.
- PLI is computed based on a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance. If any other functionally relevant plan (Such as 'Sale Incentive Plan') is made applicable, the framework of such plan will be applicable instead of PLI.

Tula's Institute, Deemed to be University

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Dixon®

The brand behind brands

Dixon Technologies Solutions Private Limited

03-05-2023

LETTER OF OFFER

To,

Darshana Palkhede,

Dear Darshana,

This has reference to our discussion regarding your placement in DIXON TECHNOLOGIES SOLUTIONS PRIVATE LIMITED

We are pleased to inform you that you have been approved for your placement in **DTSPL - DEHRADUN 122**. You will be designated as **GET, PRODUCTION PLANNING & CONTROL(GRD-VIIA)**.

You may join on or before :**08-05-2023**

Regarding your Gross Salary and its break – up you have been explained during our discussion/interview and Appointment Letter will be issued after your joining.

We welcome you in our organization & advice you to bring along with you the following documents:-

1. Education Certificate.
2. Two copies of passport size photo.
3. One stamp size photo for Identity Card.
4. Relieving letter from your previous company.
5. Salary slip/certificate of last drawn salary.
6. Fitness Certificate from MBBS Doctor.
7. PAN Card*
8. Aadhar Card*
9. Bank Details (Cancelled cheque copy/ Pass book)

For, DIXON TECHNOLOGIES SOLUTIONS PRIVATE LIMITED

Arjun Singh

ARJUN SINGH
CHIEF HUMAN RESOURCES OFFICER

Note : The company reserves the right to verify your educational documents and your previous work experience. The company may take suitable disciplinary action against you, in-case the document submitted / declaration made are found to be fake / forged / manipulated / or incongruent in nature.

Regd. Office : B-14 & 15, Phase-II, Noida-201305, (U.P.) India, Ph. : 0120-4737200

E-mail : info@dixoninfo.com Fax : 0120-4737263 Training and Placement Officer
CIN : U32109UP2021PTC143588 Tula's Institute, Dehradun

Dixon®

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Dixon Technologies Solutions Private Limited

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	182400	15200
HRA	27360	2280
Conveyance Allowance	1486	124
Gross Salary	211246	17604
Provident Fund	21888	1824
ESIC	6866	572
Total CTC	240000	20000



Director
Tula's Institute, Dehradun

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Regd. Office : B-14 & 15, Phase-II, Noida-201305, (U.P.) India, Ph. : 0120-4737200

E-mail : info@dixoninfo.com Fax : 0120-4737263

CIN : U32109UP2021PTC143588

Training and Placement Officer
Tula's Institute, Dehradun





To,
Mr. Amandeep Kotiyal
hitoli, Pauri Garhwal

Date:- 18-02-2023

Sub:- Letter of Appointment

We are pleased to inform you that you have been appointed in Trainee Site-Engineer job grade in this Project. We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to the company and client. Your Appointment as Trainee Site-Engineer will commence on 18th Feb 2023.
Details as follow:

1. Position : Trainee Site-Engineer
2. Job Location : Balawala, Dehradun
3. Monthly salary : Rs. 15,000/-
4. Other Allowance : Rs. 1,000/-
5. Joining Date : 18-02-2023
6. Trainee Period : One year
7. Duty/Working hour : Full time

Duties and responsibilities : In short, you have to work by company policy and rules and maintain secrecy and in details, company will provide brief job description, duties and responsibilities.

Date 18-02-2023

Your Name : Shadab Hussain

A handwritten signature in black ink, appearing to read "Shadab Hussain". Above the signature, there is a faint, greenish watermark-like text that reads "Tula's Institute Dehradun".

Your Designation : Proprietor

Balawala, Dehradun - 248001 (Near Sardar Bhagwan Singh Pg College)
07947463747
abdesignconstructions@gmail.com

204

Training and Placement Officer
Tula's Institute Dehradun
A handwritten signature in blue ink, appearing to read "Tula's Institute Dehradun".



To,

Mr. Nirmal Singh Dhami
Near Town Gate Dharchula

Date:- 18-02-2023

Sub:- Letter of Appointment

We are pleased to inform you that you have been appointed in **Trainee Site-Engineer** job grade in this Project . We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to the company and client. Your Appointment as **Trainee Site-Engineer** will commence on 18th Feb 2023.
Details as follow:

1. Position : Trainee Site-Engineer
2. Job Location : Balawala, Dehradun
3. Monthly salary : Rs. 15,000/-
4. Other Allowance : Rs. 1,000/-
5. Joining Date : 18-02-2023
6. Trainee Period : One year
7. Duty/Working hour : Full time

Duties and responsibilities : In short, you have to work by company policy and rules and maintain secrecy and in details, company will provide brief job description, duties and responsibilities.

Date 18-02-2023

Your Name : Shadab Hussain

A handwritten signature in black ink, appearing to read "Shadab Hussain".

Your Designation : Proprietor

Tula's Institute
Director Dehradun

Balawala, Dehradun - 248001 (Near Sardar Bhagwan Singh Pg College)
07947463747
abdesignconstructions@gmail.com

205
A handwritten signature in blue ink, appearing to read "A".
Training and Placement Officer
Tula's Institute, Dehradun



Registration No.: -247817/077/078

Pan No.: - 609855694

Dharma Consultancy (p). Ltd.

HANUMANNAGAR KANKALINI MUNICIPALITY-8

Reference No:- 23

To,

Date: 17th Feb 2023

Mr. Rakesh Kumar Mandal
Mansapur-07, Saptari , Nepal

Sub:- Letter of Appointment

We are pleased to inform you that you have been appointed in **Trainee Site Engineer** job grade in this joint venture (JV). We are eager to have you as part of our team. We foresee potential skill as a valuable contribution to the company and client. Your Appointment as **Trainee Site Engineer** will commence on **18-02-2023**.

Details as Follows:

1. Position: Trainee Site Engineer
2. Location: Biratnagar, Morang
3. Monthly Salary: NRs. 30,000
4. Other Allowance: NRs. 2,500
5. Joining Date: 21-04-2023
6. Trainee Period: One Year
7. Duty/Working Hours: Full Time

Duties and Responsibilities: In short, you have to work by company policy and Rules and Maintain Secrecy and in details. Company will provide brief job description, duties and Responsibilities.



Er. Dharam Dev Mandal

(Managing Director)

Tula's Institute, Dehradun

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Email:- Consultancydharma2020@gmail.com
Contact:- +977-9845788399/9851223625

Training and Placement Officer
Tula's Institute, Dehradun

Eco-Tech Civil Consultants



Regd. No:- 8960/074/075

Date:-11/02/2023

To,

Mr.Umesh Chaudhary
Paterwa Sugauli Rural Municipality
Parsa (Nepal)

LETTER OF APPOINTMENT

Dear Mr.Umesh Chaudhary we are pleased to offer you to work with us as Site Engineer intern for period of 5 months commencing from 15/02/2023 to 15/07/2023 whereby you are subjecteed to the following term and conditions.

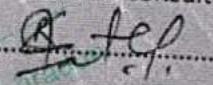
1. Position : Site Engineer
2. Job Location : Birgunj Parsa (Nepal)
3. Monthly Salary : Nrs 30,000/-
4. Other Allowance : Nrs 2,500/-
5. Joining Date : 15/02/2023
6. Internship Period : 5 months
7. Duty/Working hour : Full Time

Duties and Responsibilities: In short, You have to work by company Policy and Rules and maintain secrecy and in details. Company will Provide brief Job description ,dutied and responsibilities.

Thanking you.



Eco-Tech Civil Consultants.


Er. Radheshyam Patel
(Managing Director)

Zo J

GOVERNMENT OF NAGALAND
OFFICE OF THE EXECUTIVE ENGINEER PHED URBAN DIVISION
KOHIMA, NAGALAND
NO.EE/PHED/TECH-MIS/KMA-U/2019-20/201-03 Dated 20/02/2023

TO

MR VIKUPU Z AWOMI
ZUNHEBOTO, NAGALAND

LETTER OF OFFER FOR INTERNSHIP TRAINING

Dear Mr. VIKUPU Z AWOMI we are pleased to offer to work with us an intern for period of 6 months commencing from 23/02/23 to 23/08/23

Whereby you are subjected to following terms and conditions.

1. You will be given a monthly allowance amount of RS 15000 per month.
2. The working hrs will be from 8:00 am to 8:00 pm through out months.
3. Your internship date is from 23/02/23 to 23/08/23 .
4. Your internship is at PHED Urban Division located at Kohima District Nagaland.

(Er. Subongyanger)
Executive Engineer
PHED Urban Division
Kohima Nagaland

(Er. Subongyanger)
Executive Engineer
PHED Urban Division
Kohima Nagaland

Tula's Institute
Director



20/02/2023
Training and Placement Officer
Tula's Institute, Dehradun

ISUWA ENERGY P. LTD.
Isuwa Cascade Hydropower Project 37.7 M.W., Sankhuwasabha



Date: 15/2/2023

Mr. Gautam Kumar Singh
Bagmati-3, Sarlahi Nepal

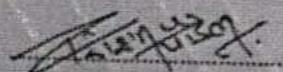
LETTER OF OFFER FOR INTERNSHIP TRAINING

Dear Mr Gautam Kumar Singh We are pleased to offer you to work with us an intern for a period of 3 months commencing from 17/2/2023 to 17/5/2023 whereby you are subjected to following terms & conditions.

1. You will be given a monthly allowance amount NRS 15000 per month.
2. The working hrs will be from 6:00 AM to 6:00 PM through out months.
3. Your internship date is from 17/2/2023 to 17/5/2023.
4. Your internship is at Isuwa Energy Hydropower Project (37.7 MW) located at Sankhuwasabha District Nepal.

Thanking You.

From Isuwa Energy Pvt.Ltd


Roshan Paudel

Project Manager

2023
Director
Isuwa's Institute Dehradun

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Training and Placement Officer

Kathmandu-5, House No. 47, Mahadev Ghat,
Tel: 4410160, Email: isuwaenergy@gmail.com

J. Kumar Infraprojects Ltd.

We dream... So we achieve...

Regd. Off.: 16-A, Andheri Industrial Estate, Veera Desai Road, Andheri (W), Mumbai - 400053, INDIA
Ph.: +91-22-6774 3555, Fax+91-22-2673 0814. E-mail : info@jkumar.com Website : www.jkumar.com
CIN No. : L74210MH1999PLC122886



J. Kuma

ISO 9001:2015
ISO 14001:2015
OHSAS 18001:2007

Ref: JKIL/HR/Offer/6302

February 01, 2023

To,
Mr. KumarGaurav,

Offer Letter

Dear KumarGaurav,

Further to your application and subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee - Civil at our Mumbai Metro Line03 Package 06.

Your annual CTC will be Rs.255,126/- (Rupees Two Lakhs Fifty Five Thousand One Hundred Twenty Six Only).

You should submit/ fax us your resignation letter duly acknowledged/ accepted by your present employer within 3 days from the date of issue of this letter.

A detailed letter of appointment governing the terms and condition of the employment with structure of CTC and payment of your compensation will be given to you at the time of joining.

Kindly note that your Job/Service is liable to be transferred at any office/site/branch/sister concern of the company, whether in existence or to be setup in future.

Our offer and your appointment is contingent upon your joining latest by 3rd February 2023 and submission of below mention documents at the time of joining.

1. ID Proof: Pan card (Mandatory)/ Election Card / Passport / Driving License/Aadhar Card (Any one)
2. Address proof : Passport / Electricity Bill / Telephone bill / Voter ID (Any one)
3. 4 self-passport size colour photographs (with white background).
4. Academic Certificates- SSC/ HSC/ Diploma/ Degree/ Other certifications if any.
5. Last Month Salary Slip, Relieving Letter, Increment letter, appointment Letter, Salary / TDS Certificate, Tax Computation sheet of all financial years issued by all previous employer.

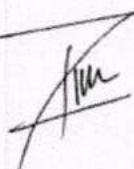
Please sign the duplicate copy of this letter as a token of your acceptance.

We are sure that our association will be enriching. Wish you a excellent career with J.Kumar Infraprojects Ltd.

Thanking You.

Yours Sincerely,

for J. Kumar Infraprojects Limited


Pravin Ghag

(Sr. Manager – Hr & Admin)

Declaration: Offer & CTC is acceptable. I will join within _____ days. While joining, I shall produce all the required documents, failing which my appointment can be cancelled.

Place:

Date:

(KumarGaurav)


Training and Placement Officer
Tula's Institute, Dehradun



Date: 01.12.2021

J.KUMAR INFRAPROJECTS LIMITED**ANNEXURE - I****SALARY STRUCTURE**

Employee Name	:	Mr. Kumar Gaurav
Employee No.	:	
Designation	:	Graduate Engineer Trainee
Department	:	Civil
Location	:	Mumbai Metro Line 03 Package 06
		Monthly
Salary Sheet	Basic	Rs. 6,600
	HRA @ Maximum 50% of basic	Rs. 3,300
	E.A	Rs. 200
	Conveyance	Rs. 1,600
	Others	Rs. 5,050
A	Gross Salary	Rs. 16,750
Reimbursement	Medical	Rs. 1,250
	Zeta Coupons	-
	Uniform Allowance	Rs. -
	Books & periodicals	Rs. -
	Entertainment Exp	Rs. -
	Helper Allowance	Rs. -
	Telephone Reimbursement	Rs. -
B	Reimbursements	Rs. -
C = A+B	Monthly Gross Salary	Rs. 1,250
Employee Deductions	P.F.	Rs. 18,000
	E.S.I.C	Rs. 792
	Income Tax	Rs. 135
	Professional Tax	Rs. -
D	Employee Deductions	Rs. 200
E=C-D	NET TAKE HOME SALARY	Rs. 1,127
Employer Contribution	Leave	Rs. 16,873
	P.F.	Applicable
	E.S.I.	Rs. 858
	Gratuity	Rs. 585
	Bonus	Rs. 317
F	Employer Contribution	Rs. 1,500
OTHER BENEFITS	Driver Allowance	Rs. 3,260
	Petrol Reimburse	-
	ACCO/SPCONV	Rs. -
	Stability Allowance	Rs. -
	Mobile	Rs. -
G	OTHER BENEFITS	Rs. -
H=C+F+G	CTC	Rs. -
	ANNUAL CTC	Rs. 21,260
		255,126
1.PF applicable as per P.F. act 2.ESIC applicable as per ESIC act 3.Gratuity applicable as per Gratuity act 4.Bonus will be paid only after completion of one year Service. 5.Leave as per company Act 6.Income Tax & Professional Tax will be deducted as per the rules. 7.Accommodation is part of your CTC.		

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Email :- esetitangar@gmail.com
Regd. Office :- Borum ,yupia Road,Papum pare
District,Itanagar Arunachal Pradesh ,Pin: 791110
Date :- 21/02/2023

To,

Mr. Techi Binod

Khodaso, Pakke Kessang (A.P)

Sub:- Letter of Appointment

We are pleased to inform you that you have been appointed in **Trainee Site -Engineer** job grade in this joint venture (J.V). We are eager to have you as part of our team. We foresee your potential skills as valuable contribution to company and client. Your appointment as **Trainee Site-Engineer** will commence on 23/02/2023.

Details as follow:

- Position : Trainee Site-Engineer
- Job location : Borum
- Monthly salary : Rs 20,000
- Other Allowance : Rs 2,500
- Joint date : 23/02/2023
- Trainee period : One year
- Duty/ Working hour : Full Time

Duties and Responsibilities : In the short, you have to work by company Policy and Rules and Maintain secrecy and in details. Company will provide brief job description , Duties and Responsibilities.

Authorized Signatory:



For, M/s ESET Consultancy & Allied

Dr. T. S. Goyal
Director
Tula's Institute, Dehradun

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M/s KAMENG INFRA

East Kameng District, Arunachal Pradesh.
Seppa - 790102
(Reg. No: APPWD/14 (con-enlist)/2005)

No. KM/E/Esst-01/2021-22/1024-25

Dated Seppa the 8th Feb'2023.

APPOINTMENT LETTER

Dear Lohit Yangfo,

It is pleased to offer you as a **Trainee Site-Engineer** in our company for a period of 12 (Twelve) months commencing from 11/02/2023 to 11/02/2024 on following terms & conditions:

- | | |
|----------------------|--|
| 1. Position | : Trainee Site Engineer / Quality Monitoring. |
| 2. Job Location | : Anywhere in Arunachal Pradesh. |
| 3. Wages/honorarium | : Rs. 28,000.00 (Rupees Twenty Eight Thousand) only. |
| 4. Other allowance | : Rs. 2850-3200(variable based on project location) |
| 5. Joining Date | : 11/02/2023 |
| 6. Internship period | : 12 (Twelve) months. |
| 7. Working hour | : Full Time (or 8 hour a day). |

Duties and responsibilities:

In short, you have to work as per company rules and policy.

(Er. Umesh Jadahav)
Project Manager, M/s Kameng Infra Pvt. Ltd.
State: Arunachal Pradesh
Umesh Jadahav
Proprietor

Dated Seppa the 8th Feb'2023.

No. KM/E/Esst-01/2021-22/1024-25
Copy:

1. Assistant Project Manager, M/s Kameng Infra Pvt. Ltd.
2. Office copy

(Er. Umesh Jadahav)
Project Manager, M/s Kameng Infra Pvt. Ltd.
State: Arunachal Pradesh
M/s Kameng Infra

Proprietor

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Training and Placement Officer
Tula's Institute, Dehradun



MIRAE CONSTRUCTION INDIA. PVT. LTD

To,
Eshan,

Sambhal (U.P.)

We are pleased to inform you that you have been appointed in **Trainee Site -Engineer** job grade in this joint venture (J.V). We are eager to have you as part of our team. We foresee your potential skills as valuable contribution to company and client. Your appointment as **Trainee Site-Engineer** will commence on **20/02/2023**.

Details as follows:

- Position : Trainee Site-Engineer
- Job location : Pari chowk ,Gautam Budh Nagar, Uttar Pradesh
- Monthly salary : Rs 20,000
- Other Allowance : Rs 2,500
- Joint date : 20/02/2023
- Trainee period : 6 Months
- Duty/ Working hour : Full Time

Duties and Responsibilities : In the short, you have to work by company Policy and Rules and Maintain secrecy and in details. Company will provide brief job description , Duties and Responsibilities.

[Signature]
mirageprivate1t22@gmail.com
Regd. Office : Pari chowk ,Gautam Budh Nagar,
Uttar Pradesh ,Pin: 201310
9421335447 Date :- 20/02/2023

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MIRAE CONSTRUCTION INDIA. PVT. LTD



To,
Mr. Salahuddin
Sambhal (U.P.)

We are pleased to inform you that you have been appointed in **Trainee Site -Engineer** job grade in this joint venture (J.V). We are eager to have you as part of our team. We foresee your potential skills as valuable contribution to company and client. Your appointment as **Trainee Site-Engineer** will commence on **20/02/2023**.

Details as follows:

- Position : Trainee Site-Engineer
- Job location : Pari chowk ,Gautam Budh Nagar, Uttar Pradesh
- Monthly salary : Rs 20,000
- Other Allowance : Rs 2,500
- Joint date : 20/02/2023
- Trainee period : 6 Months
- Duty/ Working hour : Full Time

Duties and Responsibilities : In the short, you have to work by company Policy and Rules and Maintain secrecy and in details. Company will provide brief job description , Duties and Responsibilities.

S. D. Day
Director
Tula's Institute, Dehradun

A. Mehta

Regd. Office :- Pari chowk ,Gautam Budh Nagar,
Uttar Pradesh ,Pin: 201310
9421335447 Date :- 20/02/2023

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D
Training and Placement Officer
Tula's Institute, Dehradun



MULTI BUILDERS

CONSTRUCTION-CONSULTANCY-SERVICES
Regd. No. NPW/Class-I/495/NCSU-2263
GSTIN. 13A0UPJ2535F1Z0

To,

Miss, Liki G Jimo

Thilixu village, Dimapur, Nagaland

Date:- 23-02-2023

Sub:- Letter of Appointment

We are pleased to inform you that you have been appointed in **Trainee Site-Engineer** job grade in this Project. We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to the company and client. Your Appointment as **Trainee Site-Engineer** will commence on 24th Feb 2023.

Details as follow:

1. Position : Trainee Site-Engineer
2. Job Location : Chakabama, Kohima
3. Monthly salary : Rs. 25,000/-
4. Other Allowance : Rs. 2,000/-
5. Joining Date : 24-02-2023
6. Trainee Period : One year
7. Duty/Working hour : Full time

Duties and responsibilities : In short, you have to work by company policy and rules and maintain secrecy and in details, company will provide brief job description, duties and responsibilities.

Date 23-02-2023

Director
Your Name : Howoto Jakhalu

Proprietor
Your Designation : Proprietor

216

CONTACT

+91 94 36 08 88 88
+91 70 05 65 10 45
03862 - 79 61 66

H.NO 9, TRINITY APARTMENT.
BANK COLONY
DIMAPUR - 797112 : NAGALAND

multibuildersprojects@gmail.com
howotojakhalu@multibuilders.com
howotjakhalu@gmail.com

Training and Placement
Tula's Institute, Dehradun

Nigla Infrastructure & Power Project Limited

Lekhi Village, NH-415 Opp. Nigla KIA Showroom
Naharlagun-791110, Arunachal Pradesh
GSTIN : 12AADCN4433E1Z0

Ref. No.
To,

Date

Mr. Marken Kamki
S/o: Karmar Kamki,
QTR No-13 Type -I, Opposite AIR
C -Sector, Itanagar, Arunachal Pradesh -791111

SUB:- LETTER OF APPOINTMENT

We are pleased to inform you that you have been appointed in **Trainee Field –Engineer** job grade in "Nigla Infrastructure and Power Projects Private Limited". We are eager to have you as part of our team. We foresee your potential skills as valuable contribution to company and client. Your appointment as **Trainee Field – Engineer** will commence on **07/02/23**.

Details as follow:

- | | |
|-----------------------|----------------------------|
| 1) Position | : Trainee Field – Engineer |
| 2) Job Location | : Lekhi , Papupare |
| 3) Monthly Salary | : Rs. 25000 |
| 4) Other Allowance | : Rs. 2000 |
| 5) Joint date | : 07/02/23 |
| 6) Trainee Period | : One Year |
| 7) Duty/ Working hour | : Full Time |

Duties and Responsibilities : In the short, you have to work by company Policy and Rules and Maintain secrecy and in details. Company will provide brief job description, Duties and Responsibilities.

[Signature]
Authorized Signatory

Director

For, Nigla Infrastructure and Power Projects Pvt. Ltd.

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Ph : 0360- 2277260, Cell : +91 9856083759 / +91 9436636273 / +91 9436044061
E-mail : tadadoimukh@hotmail.com / tadadoimukh@gmail.com

Training and Placement Officer
Tula's Institute, Dehradun

Orbit Construction Pvt. Ltd.

Sukedhara, Kathmandu



To, Redg. No:- 172017/04/6

Date: 11/2/2023

Mr. Hridesh Yadav

Salempur, Sarlahi (Nepal)

LETTER OF OFFER FOR INTERNSHIP TRAINING

Dear Mr Hridesh Yadav we are pleased to offer you to work with us an intern for period of 3 months commencing from 15/2/2023 to 15/5/2023 whereby you are subjected to following term and conditions.

1. You will be given a monthly allowance amount NRS 15000 per month.
2. The working Hrs will be from 9:00 AM to 6:00 PM throughout months.
3. Your internship is at Orbit Construction Pvt. Ltd located at Kathmandu district Nepal.

Thanking you.

From Orbit Construction Pvt. Ltd.

Er. Anil Kumar Yadav

Project Manager



Anil Kumar
Director
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun

Orbit Construction Pvt. Ltd.

Sukedhara, Kathmandu



To, Redg. No:- 172017/04/6

Mr. Saugat Singh
Bhangaha,Dhanusha(Nepal)

Date:11/2/2023

LETTER OF OFFER FOR INTERNSHIP TRAINING

Dear Mr. Saugat Singh we are pleased to offer you to work with us an intern for period of 3 months commencing from 15/2/2023 to 15/5/2023 whereby you are subjected to following term and conditions.

1. You will be given a monthly allowance amount NRS 15000 per month.
2. The working Hrs will be from 9:00 AM to 6:00 PM throughout months.
3. Your internship is at Orbit Construction Pvt. Ltd located at Kathmandu district Nepal.

Thanking you.

From Orbit Construction Pvt. Ptd.

A handwritten signature in black ink that appears to read "Anil Kumar Yadav".

Er. Anil kumar Yadav

Project Manager

A handwritten signature in green ink that appears to read "Dr. S. K. Ray".

Director
Tula's Institute, Dehradun

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R&R Brothers Construction

Sakhuwanankarkatti-4,Sirha
Madhesh pradesh,Nepal

Regd No:-114817585

B.O.:Lahan-03,Sirha
B.O.:Rajbiraj-07,Saptari

Date:-22 Feb 2023

To,

Mr. Udit Narayan yadav
Bhagwanpur Ga.pa.-03,Sirha(Nepal)



Sub-Letter of Appointment

We are please to inform you that you have been appointed in **Trainee Site-Engineer** Job grade in this Joint venture (J.V.) we are eager to have you as part of our team. we foresee your potential skills as a valuable contribution to the company and client. your Appointment as **Trainee Site-Engineer** will commence on **23/02/2023**.

Details as follow:

1. position : Trainee site-Engineer
2. Job location : Rajbiraj,Saptari
3. Monthly salary : Nrs 20,000
4. other Allowance : Nrs 2,500
5. Joining Date : 23/02/2023
6. Trainee period : one Year
7. Duty/Working hour :Full Time

Duties and Responsibilities : In short, you have to work by company policy and Rules and maintain secrecy and in details. Company will provide brief job description ,duties and Responsibility

Mr. Roshan yadav
(Managing Director)

Director
Tula's Institute, Dehradun

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Sakhuwanankarkatti-4,Sirha,Nepal
mb.no.+9779862017432,+9779819743722
email:rnrbrotherconstruction@gmail.com

Training and Placement Officer
R&R Brothers Construction



Riya Consulting Architect & Engineers (P.) Ltd.

Regd. No.-195704/75/76

H.O.: Janakpurdham-4, Dhanusha
Consulting Engineer & Contractor

B.O.: Dhaikewar-06, Dhanusha
B.O.: Mirchaiya, Siraha



Date:- 20th Feb 2023

To,

Mr.Md Safikul Rain ,

Chhireshwornath-04, Chandrapur Dhanusha (Nepal)

Sub:-Letter of Appointment

We are pleased to inform you that you have been appointed in **Trainee Site-Engineer** Job grade In this Joint venture(J.V). We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to the company and Client. Your Appointment as **Trainee Site-engineer** will commence on **21/02/2023**.

Details as Follow:

1. Position : Trainee Site-Engineer
2. Job location : Janakpurdham
3. Monthly Salary : Nrs 30,000
4. Other Allowance : Nrs 2,500
5. Joining Date : 21/02/2023
6. Trainee period : One Year
7. Duty/Working hour: Full Time

Duties and Responsibilities: In short, You have to work by company Policy and Rules and maintain secrecy and in details. Company will provide brief job description, duties and Responsibilities.

Signature
Er. Jitendra Das
(Managing Director)



Training & Placement Office

The Shivalik, Dehradun

Janakpurdham, Dhanusha

041-591731, 9844569041, 9807865731

riyaconsult2025@gmail.com

GSTIN : 08ACHPK7661E1ZH
PAN : ACHPK7661E

RKK

Shri Rajendra Kumar Kalal

("AA" CLASS CONTRACTOR)

C/o. Jiwa Bhai Ki Hotel, Near Bus Stand, Rishabhdeo - 313802, Distt.-UDAIPUR (RAJ.)
Ph. : 02907-230391 (O), 230232 (R), 94144-74023 (M), E-mail : rkkalal1968@gmail.com

Ref. No. : RKK/2023/08

Date : 20/02/2023

Appointment Letter

To,

Mr. Manish Kumar Meena
S/o harkesh Ji Meena,
A-4 Type o.e.f.
Hazarpur

Sub.: - Appointment as a Trainee Site Engineer

Dear Sir,

In Context to above cited subject that, on Behalf of Shri Rajendra Kumar Kalal ("AA" Class Contractor), we hereby inform you that you are appointed as Trainee Site Engineer in our firm, Detail as follows.

Position : Trainee-Site-Engineer
Monthly Salary : Rs. 20500/- per Month
Annual Bonus : Based on Your Performance
Joining Date : 20.02.2023
Trainee Period : One Year
Job Location : Udaipur
Duty/Working Hour : Full Time

Duties and Responsibilities: In short, you have to work by Company policy and Rules and Maintain Secrecy and in details. Company will provide brief job description, duties and Responsibilities.

In the best interest of Shri Rajendra kumar Kalal, we will need your confirmation immediately

We look forward to you being a part of our firm

Thanking You

Shri Rajendra kumar Kalal

(Rajendra Kumar Kalal)

Signature
Director
Tula's Institute, Dehradun

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All Type of Machinery Available on Hire Charges TATA, HITACHI, 200, 210, 320, GRADER, JCB, DUMPER, TRUCKS, MILLER

Training and Placement Officer

Tula's Institute, Dehradun

Scanned with CamScanner

TBEA CO. LTD

Design, Installation and construction of Kathmandu 132 kV Transmission Line and Associated Substations at KATHMANDU

Project Office

Date: 9th feb, 2023

Dear Bhesh Bahadur Basnet,

We are very pleased to offer you the position of Site Engineer.

Started Date: - 15th February, 2023

End Date:- 15th july,2023

Number of working hours per day:- 8 hrs.

Salary: - your salary for the internship will be RS 15000 per month (Food and accommodation by yourself.)

Internship Responsibilities: - your day-to-day responsibility will include the following:-

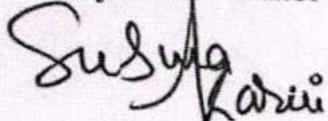
1. Organize material and ensuring sites are safe and clean.
2. Prepare Cost and estimate and ensure appropriate materials and tools are available.
3. Work should be done according to dawning and plan.
4. At the end of the day provide daily Report of the site progress.

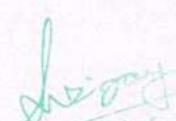
Sincerely,

Susma karki



Project coordinator




Director
Tula's Institute, Dehradun

223

Address: No. 189, santinagar, Kathmandu, Nepal
Tel: +9779808177212 Fax: +977-28-87336375


Training and Placement Officer
Tula's Institute, Dehradun

TBEA CO. LTD

**Design, Installation and construction of Kathmandu 132 kV
Transmission Line and Associated Substations at KATHMANDU**

Project Office

Date: 9th feb, 2023

Dear Dipesh Yadav,

We are very pleased to offer you the position of Site Engineer.

Started Date: - 15th February, 2023

End Date:- 15th july,2023

Number of working hours per day:- 8 hrs.

Salary: - your salary for the internship will be RS 15000 per month (Food and accommodation by yourself.)

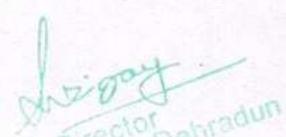
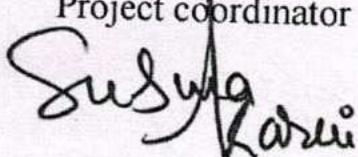
Internship Responsibilities: - your day-to-day responsibility will include the following:-

1. Organize material and ensuring sites are safe and clean.
2. Prepare Cost and estimate and ensure appropriate materials and tools are available.
3. Work should be done according to dawning and plan.
4. At the end of the day provide daily Report of the site progress.

Sincerely,

Susma karki

Project coordinator



Director
Tula's Institute, Dehradun

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OFFER LETTER

Dear Mr. Akshit Verma

Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	03-Jul-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	DELHI CORPORATE
Location :	DELHI

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

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

As discussed & agreed, We would like you to join your duties on **03-Jul-2023**. Actual branch name and address will be informed to you subsequently.

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

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

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

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

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



Arnab Kumar Das
Director
Tula's Institute, Dehradun

Arnab Kumar Das
Human Resource

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Annexure - A

NAME : Akshit Verma	DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DIVISION : CSD	DOJ : 03-Jul-2023

Particulars		Amounts(Rs.)
	Fixed Component	
Basic		21600
Advance Statuary Bonus		4004
Sub Total A		25604
	Reimbursement	
	Sub Total B	0
	Variable Component	
Monthly Performance Linked Reimbursement*		5586
Sub Total B1		5586
Gratuity****		1039
Sub Total C		1039
Total Salary Package (A+B+B1+C)		32229
Total Salary Package Per Annum		386748
Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	31040	372480
	Additional Perks	

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

Leave Encashment: As per company's leave policy.

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

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

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

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Training and Placement Officer
Tula's Institute, Dehradun

Director
Tula's Institute, Dehradun



Mr. Sharwan Singh
Tulas Institute
Uttarakhand

14-03-2023

SBIL-Gene-11690

Offer Letter: Senior Associate

Dear Sharwan Singh,

1. We congratulate you on your selection for the position of **Senior Associate** with our organization.
2. You will be on probation for one year. During this period, you will initially undergo structured class-room training. This will be followed by your initial posting in a specific role and location.
3. Your remuneration will be Rs.3,00,000/- (Rupees Three Lakhs only) p.a. on Cost to the Company (CTC) basis. The details of the compensation are given at Annexure 1.
4. This offer of employment is subject to your fulfilling the following conditions:
 - ✓ Qualifying Post Graduate Degree / Diploma Program on the day of joining OR Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university / institute concerned, failing which this offer automatically stands withdrawn.
 - ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;
5. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your services in the Company will be confirmed.

Sharwan Singh
Director
Tula's Institute, Dehradun

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Training and Placement Officer
Tula's Institute, Dehradun



SBI Life
INSURANCE
With Us, You're Sure

6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.
7. For any clarification, you may contact the undersigned at 011-23464928 or email at neha.sharma3@sibilife.co.in.
8. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.
9. The normal age of superannuation shall be 60 years.

Yours faithfully,

Ankita Singh

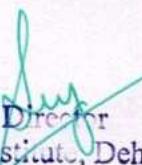
Ankita Singh
RHR Delhi

I, Sharwan Singh, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:

Training and Placement Officer
Tula's Institute, Dehradun


Director
Tula's Institute, Dehradun



SBI Life
INSURANCE

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Salary Sheet

Name	Sharwan Singh
Designation	Senior Associate

Salary Component	Amt per month (Rs)	Amt per annum (Rs)	Remarks
Basic Salary	10,000	1,20,000	40% of Fixed Compensation
House Rent Allowance	5,000	60,000	50% of Basic Salary
Special Allowance	8,319	99,831	
Total Monthly Salary (A)	23,319	2,79,831	
Retiral Benefits			
PF	1,200	14,400	Company's contribution to PF @ 12% of Basic Salary
Gratuity	481	5,769	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	

In addition you are eligible for:

1. Mediclaim Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs. Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)
2. Group Life Insurance coverage of Rs 20 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.

*Shri D.P. Tuli
Director
Tula's Institute, Dehradun*

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Training and Placement Officer
Tula's Institute, Dehradun



MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Sharwan singh declare that;

- 1) To the best of my knowledge, I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.
- 2) I suffer / have suffered from (tick whichever is applicable):

Hypertension

Pulmonary Disease

Tuberculosis

Cancer

Rheumatic Joint Diseases or symptoms

Asthma

Mental Stress

Others (Please specify)

and agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future should I be found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

Director
Tula's Institute, Dehradun

VAGMINE EDUCATION LLP

To,
 Mr. Ankesh Kumar Sinha
 Chanakya National Law University,
 Phulwari, Patna-800001

Dear Ankesh,

We have been impressed with your background and would like to formally offer you the position of **Business Development Manager**. Your joining date will be **Feb 6th, 2023**.

You will serve probation for **3 months** from your date of joining. During probation, the period you will be under evaluation.

Find below your compensation details.

Description	(Amount in Rupees)	
	Per Month	Per Annum
Basic	25,000	3,00,000
Incentives*	20,000	2,40,000
Official Travel Reimbursements*	1500*	18,000*
Mobile Reimbursement*	500*	6000*
Total Amount	47,000	5,64,000

Regards
Devesh Singh
 Director



Vagmine Education

: Telephone No.011-49858407

: Email-vagmineeducation@gmail.com

: www.vagmineeducation.com

CIN: AAJ-2509

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Devesh Singh
 Director
 Tula's Institute, Dehradun



KENT RO SYSTEMS LTD.

E - 6, 7 & 8, Sector - 59, Noida - 201 209, U.P., India
Ph. : +91-120-3075000
Email : sales@kent.co.in Website : www.kent.co.in

Date : 30.12.2022
Ref. No: HR/12611

Mr. ANSHUL SHARMA
P.O DHAKRANI COLONY
VIKASNAGAR, WARD NO 5
DEHRADUN
UTTARAKHAND-248142
Mobile No: 9368074556

OFFER LETTER

Dear Mr. ANSHUL SHARMA,

With reference to your resume dated 30.12.2022 and the subsequent interview you had with us on 30.12.2022, we are pleased to offer you the position of **MANAGEMENT TRAINEE** in Grade E00 on a monthly gross salary of Rs 30000 (Rs. Thirty Thousand Only). You will also be entitled for PF, Gratuity, Group Medi-claim, Group Personal Accident Insurance and Group Life Insurance benefits and Ex-Gratia (if announced). You are required to join your duties on 06.01.2023 sharp 9:00 am at E-6,7,8 Sector 59 Noida for further posting at DEHRADUN.

Personal Resume submitted by you during interview is the main document available with us at the time of releasing the Offer Letter. This will be subjected to verification by third party after you join KENT RO Systems Ltd. However, if you feel any deviation in the information provided in the resume or during interview, you should immediately notify the same to Corporate HR before accepting the Offer. Further, if any major deviation is found by the third party in your employment record or qualification, your services will be immediately terminated without any notice period or severance pay. Also, it is clarified that if you join and leave Kent within 30 days, no salary or benefits will be paid.

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

1. Aadhar Card (Details should match with PAN Card)
2. PAN card.
3. Address proof (Passport or Voter ID or Driving Licence).
4. One cancelled Cheque of your own saving bank account with your name printed on it as given on PAN and Aadhar card.
5. Four recent coloured passport size photographs.
6. Two Postcard size photograph along with dependent family members in case your gross salary is equal or less than Rs 21000 pm
7. Self-attested photocopy each of educational qualifications.
8. Two-wheeler RC as a proof of ownership. In case of non-availability of two-wheeler, the employee will be required to purchase one and submit the proof along with a copy of valid driving license.

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

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

For KENT RO Systems Ltd.

(Authorised Signatory)

[Signature]
Director
Tula's Institute, Dehradun
Offer Accepted

(Signature of Candidate)

KENT
Mineral RO
Water Purifiers

229

Regd. Office: H-35, South Extension, Part-I, New Delhi - 110 049, India
CIN-U41000DL2007PLC161952

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun



Mr. Sandeep Kumar Lodhi

Tulas Institute

Uttarakhand

13-03-2023

SBIL-Gene-11687

Offer Letter: Senior Associate

Dear Sandeep Kumar Lodhi,

1. We congratulate you on your selection for the position of **Senior Associate** with our organization.
2. You will be on probation for one year. During this period, you will initially undergo structured class-room training. This will be followed by your initial posting in a specific role and location.
3. Your remuneration will be Rs.3,00,000/- (Rupees Three Lakhs only) p.a. on Cost to the Company (CTC) basis. The details of the compensation are given at Annexure I.
4. This offer of employment is subject to your fulfilling the following conditions:
 - ✓ Qualifying Post Graduate Degree / Diploma Program on the day of joining OR Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university / institute concerned, failing which this offer automatically stands withdrawn.
 - ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;
5. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your services in the Company will be confirmed.

[Signature]
Director
Tula's Institute, Dehradun

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[Signature]
Training and Placement Officer
Tula's Institute, Dehradun



6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.
7. For any clarification, you may contact the undersigned at 011-23464928 or email at neha.sharma3@sbilife.co.in.
8. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.
9. The normal age of superannuation shall be 60 years.

Yours faithfully,

Ankita Singh

Ankita Singh
RHR Delhi

I, Sandeep Kumar Lodhi, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:

A
Trainings and Placement Officer
Tula's Institute, Dehradun

Jyoti
Director
Tula's Institute, Dehradun



SBI Life
INSURANCE
With Us, You're Sure

Salary Sheet

Name	Sandeep Kumar Lodhi
Designation	Senior Associate

Salary Component	Amt per month (Rs)	Amt per annum (Rs)	Remarks
Basic Salary	10,000	1,20,000	40% of Fixed Compensation
House Rent Allowance	5,000	60,000	50% of Basic Salary
Special Allowance	8,319	99,831	
Total Monthly Salary (A)	23,319	2,79,831	
Retiral Benefits			
PF	1,200	14,400	Company's contribution to PF @ 12% of Basic Salary
Gratuity	481	5,769	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	

In addition you are eligible for:

- Mediclaim Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs. Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)
- Group Life Insurance coverage of Rs 20 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.

Shivaji
Director
Tula's Institute, Dehradun

231

A
Training and Placement Officer
Tula's Institute, Dehradun



SBI Life
INSURANCE
With Us, You're Sure

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Sandeep Kumar Lodhi declare that;

- 1) To the best of my knowledge, I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

- 2) I suffer / have suffered from (tick whichever is applicable):

Hypertension

Pulmonary Disease

Tuberculosis

Cancer

Rheumatic Joint Diseases or symptoms

Asthma

Mental Stress

Others (Please specify)

and agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future should I be found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

Training and Placement Officer
Tula's Institute, Dehradun

D. J. D.
Director
Tula's Institute, Dehradun



SBI Life
INSURANCE
With Us, You're Sure

Mr. Thupten
Tulas Institute
Uttarakhand

13-03-2023

SBIL-Gene-11688

Offer Letter: Senior Associate

Dear Thupten,

1. We congratulate you on your selection for the position of **Senior Associate** with our organization.
2. You will be on probation for one year. During this period, you will initially undergo structured class-room training. This will be followed by your initial posting in a specific role and location.
3. Your remuneration will be Rs.3,00,000/- (Rupees Three Lakhs only) p.a. on Cost to the Company (CTC) basis. The details of the compensation are given at Annexure 1.
4. This offer of employment is subject to your fulfilling the following conditions:
 - ✓ Qualifying Post Graduate Degree / Diploma Program on the day of joining OR Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university / institute concerned, failing which this offer automatically stands withdrawn.
 - ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;
5. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your services in the Company will be confirmed.

Dinesh
Director
Tula's Institute, Dehradun

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P
Training and Placement Officer
Tula's Institute, Dehradun



6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.
7. For any clarification, you may contact the undersigned at 011-23464928 or email at neha.sharma3@sbilife.co.in.
8. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.
9. The normal age of superannuation shall be 60 years.

Yours faithfully,

Ankita Singh

Ankita Singh
RHR Delhi Region

I, Thupten, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:

Training and Placement Officer
Tula's Institute, Dehradun

Director
Tula's Institute, Dehradun



SBI Life
INSURANCE

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Salary Sheet

Name	Thupten		
Designation	Senior Associate		
Salary Component	Amt per month (Rs)	Amt per annum (Rs)	Remarks
Basic Salary	10,000	1,20,000	40% of Fixed Compensation
House Rent Allowance	5,000	60,000	50% of Basic Salary
Special Allowance	8,319	99,831	
Total Monthly Salary (A)	23,319	2,79,831	
Retiral Benefits			
PF	1,200	14,400	Company's contribution to PF @ 12% of Basic Salary
Gratuity	481	5,769	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	

In addition you are eligible for:

- Mediclaim Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs. Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)
- Group Life Insurance coverage of Rs 20 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.

*Director
Tula's Institute, Dehradun*

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SBI Life
INSURANCE
With Us, You're Sure

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Thupten declare that;

- 1) To the best of my knowledge, I am medically fit to accept the offer of employment extended to me and fully understand that in the event of my being found medically unfit to discharge the responsibilities assigned to me, the company shall have the right to terminate my services forthwith.

- 2) I suffer / have suffered from (tick whichever is applicable):

Hypertension

Pulmonary Disease

Tuberculosis

Cancer

Rheumatic Joint Diseases or symptoms

Asthma

Mental Stress

Others (Please specify)

and agree to undergo the medical examination as decided by the company to satisfy itself of my medical fitness. The company's decision in this regard shall be final and binding. This is, however, without prejudice to the right of the company to terminate my services in future should I be found medically unfit to discharge the responsibilities assigned to me.

(Signature of the candidate)

Date:

Place:

D. J. S.
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun



Date: 26th August 2022

TO WHOM IT MAY CONCERN

This is to certify that Kumar Nihal (College Id 202108008) is a student from Tulas's Institute, Dehradun.

He has completed his training at BharatPe, from July 11, 2022 to August 26, 2022 and worked in Sales and Marketing.

This Training is a part of his educational curriculum.

Best Wishes,



Authorized Signatory

A handwritten signature in black ink, appearing to read "Anil" or "Anil Singh". Below it, the text "Director" and "Tula's Institute, Dehradun" is printed in green ink.

BharatPe

5TH FLOOR AKARSHAN COMPLEX ABOVE ICICI BANK IN FRONT OF HOTEL CENTER POINT RAMDASPEETH 440010
Phone No: 8770391043, Email : info@bharatpay.com

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A handwritten signature in blue ink, appearing to read "D". Below it, the text "Training and Placement Officer" and "Tula's Institute, Dehradun" is printed in blue ink.

PHYSICS WALLAH



Falguni Gupta

PW ID
PW12855

DEPARTMENT

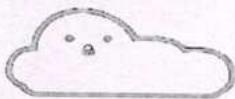
*Disha Gupta
Director
Tula's Institute, Dehradun*
Marketing

CONTACT NO.

8941993538

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A
Training and Placement Officer
Tula's Institute, Dehradun



**MWIDM India
Private Limited**

Letter of Intent

Dated: Nov-1-2022

To,
**Tabbasum
Begum,**

Dehradun

Dear Tabbasum,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **01-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **01-Nov-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Cancelled Cheque (if applicable)
5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

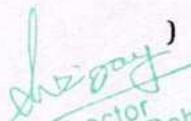
During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only) Per Month.**

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

(
Tula's Institute, Dehradun
Director)

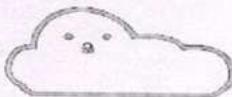
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MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com


Training and Placement Officer
Tula's Institute, Dehradun



**MWIDM India
Private Limited**

Letter of Intent

Dated: Sep-20-2022

To,
Jyoti Sirswal,

Dehradun

Dear Jyoti,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **10-Oct-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **10-Oct-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Cancelled Cheque (if applicable)
5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only)** Per Month.

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

()
Shreyas
Director
Tula's Institute, Dehradun

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MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +91 302-298-0101 | Website: www.mwidm.com

A
Training and Placement Officer
Tula's Institute, Dehradun



Date: 02-Aug-2022

To,
Miss Kanchan Regmi
Dehradun,
Uttarakhand - 248011, India.

Subject: Job Offer Letter

Dear Miss Kanchan,

We are pleased to offer you the full time position of Human Resource officer at M/s. Oscar Media Pvt. Ltd. with a start date of 05-Aug-2022. You will be reporting directly to HR Manager. We believe your skills and experience is an excellent match for our company. In this role, you will be required to Recruit candidates, Hire the right employees, Process payroll, conduct disciplinary actions, Update policies, maintain employee records, Conduct benefit analysis etc. The annual starting salary for this position is INR 264,000 to be paid on a monthly basis, starting on 4-Sep-2022. In addition to this starting salary, we're offering you travel expense, food and accommodation allowance of INR 5000.

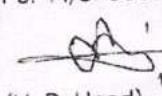
Your employment with M/s. Oscar Media Pvt. Ltd. will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

As an employee of M/s. Oscar Media Pvt. Ltd. you are also eligible for our benefits program, which includes *medical insurance, vacation time, etc.* and other benefits which will be described in more detail in the orientation program.

Please confirm your acceptance of this offer by signing and returning this letter by 04-Aug-2022. We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

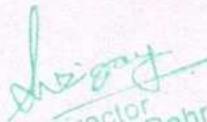
Sincerely,

For M/s. Oscar Media Pvt. Ltd.


(H. R. Head)



OSCAR MEDIA PVT. LTD.
INDIA


Director
Tula's Institute, Dehradun

003, Building No. 40 CTS. 6 - A Part Mhada SN 263, 64 TSB Road, Project Link Road, Kandivali (W), Mumbai - 400067
Maharashtra, India. Tel: +91 22 28672392 /
Fax: +91 22 66926940. CIN: U92100MH2008PTC181798

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Training and Placement Officer
Tula's Institute, Dehradun

EMPLOYEE HANDBOOK

ABOUT US

M/s. Oscar Media PVT. LTD. Charged with a force of dynamism and enterprise, M/s. Oscar Media PVT. LTD. is a growing Indian Group of companies, headquartered in Mumbai. Known for its success in establishing, building and nurturing of diverse brands, the company has also become synonymous with the creation of niche markets for itself in sectors ranging across the industries of Media (Broadcasting), Marketing & Entertainment,

Founded in 1997, by Mr. Pawan Singh, the Group has managed to build a remarkable name for itself across the country.

At its core M/s. Oscar Media PVT. LTD. thrives on Innovation and Quality.

Led by a sound team of professionals with tremendous passion, M/s. Oscar Media PVT. LTD. is now focused towards growth in the next decade.




Director
Tula's Institute, Dehradun


Training and Placement Officer
Tula's Institute, Dehradun

1. RESPECT & INTEGRITY

Treat each employee with Respect.

M/s. Oscar Media PVT. LTD. does not tolerate discrimination of any kind.

No harassment towards any employee will be tolerated, if found guilty, will result in immediate termination.

2. Working Days & Timings:

Monday to Saturday.

2nd and 4th Saturdays are half days (10am to 3pm).

M/s. Oscar Media PVT. LTD. Work Timings should be strictly followed.

BREAKS: Lunch Break should not exceed more than 30 minutes. Non Vegetarian food is prohibited in the office premises. Consumption of food at workstations and cabins is not permitted.

3. HIRING

Once selected the candidate will receive an employment confirmation via email.

Post Recruitment and Selection – Documents will be collected & verified.

Selected candidates will be on a Probation period for 3 months.

M/s. Oscar Media PVT. LTD. Appointment letter is provided post successful completion of the probation period.

Employees may refer candidates. Employment of relatives is Management's decision.

Outside employment, part time or contract based work is strictly not permitted.

4. COMPANY POLICIES & PROCEDURES

A) Professional Conduct

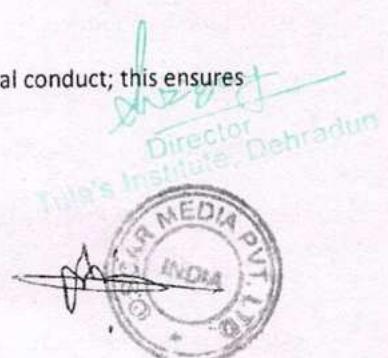
M/s. Oscar Media PVT. LTD. expects its employees to adhere to a standard of professional conduct; this ensures the workplace environment is safe, comfortable and productive.

No photography and use of social media in the office premises.

M/s. Oscar Media PVT. LTD. personal work should be allocated to any office assistants.

B) Dress Code

Our employee's personal appearance and hygiene is a reflection on the company's character.



Training and Placement Officer
Tula's Institute, Dehradun

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Employees are expected to dress appropriately for their individual work responsibilities and position.

Strict formals to be worn on all days. Smart casuals can be worn on Saturdays.

C) Salary

Salaries are credited by the first week of every month.

Monthly salaries are given with Professional Tax and other deductions if liable. Payments are made through cheque or direct bank transfer.

M/s. Oscar Media PVT. LTD. You can contact the HR or Accounts team for any salary related queries.

D) Company Property

Company properties such as equipment's, vehicles, telephones etc. are not for private use.

Misplacing or damaging company property can lead to employees reimbursing the same.

Upon termination, employees are required to surrender any company belongings.

E) Privacy

M/s. Oscar Media PVT. LTD. Retains the right to access all company property including computers, desks, files etc. (electronic or otherwise), at any time. M/s. Oscar Media PVT. LTD. All documents including email and other communications, created, received or maintained on or through M/s. Oscar Media PVT. LTD. Is the property of the company, not the employee?

Employees are expected to respect confidentiality at all times, breaching this can lead to suspension or legal remedies.

5. ATTENDANCE POLICIES

M/s. Oscar Media PVT. LTD. Maintains working hours as previously mentioned.

Hours may vary depending on work locations.

M/s. Oscar Media PVT. LTD. Attendance is strictly monitored on the basis of "Biometric Report". Post 10:30 am will be termed as "Late".

Over three late entries will result in a day's salary being deducted.

Salary deductions are decided by the Management.

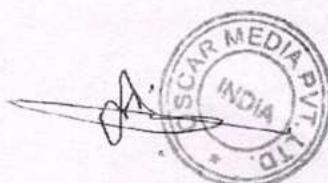
Parameters for Employee categories are set by the Management.

6. WORK LEAVE POLICIES AND HOLIDAYS

M/s. Oscar Media PVT. LTD. Does not provide sick or personal paid leave.

Prior to taking a leave all employees across all categories must inform the HR team.

We may approve or deny the request based on company resources. Maternity leave – one month paid leave post delivery. Immediate family member death, 10 -15 days paid leave.



M/s. Oscar Media PVT. LTD. Observes the following Holidays:

New Year's Day
Republic Day
Holi
Labor Day
Independence Day
Ganesh Chaturthi
Gandhi Jayanti
Dussehra
Diwali

PERFORMANCE M/s. Oscar Media PVT. LTD. Expects every employee to act in a professional manner.

Employees should attempt to achieve their job objectives and act with diligence and consideration at all times.

Job evaluation

M/s. Oscar Media PVT. LTD. may periodically evaluate an employee's performance.

M/s. Oscar Media PVT. LTD.

The goal of a performance review is to identify areas where an employee excels and areas that need improvements.

M/s. Oscar Media PVT. LTD. Uses performance reviews to determine increments, promotions and/or terminations.

Employees should note a performance review does not guarantee an increment or promotion.

Employee of the quarter will be selected and rewarded as per Management's decision.

Training and Development

M/s. Oscar Media PVT. LTD. Training and Development process will be initiated on 2nd Saturdays once every 3 months or when convenient for the company; this is a must and should be attended by all employees.

Training and development sessions will take place between 3 pm to 4 pm.

The HR team will update all employees for the training and development schedule.

Grievances

M/s. Oscar Media PVT. LTD. Head of departments and employees should interact with mutual respect & common courtesy.

If an employee disagrees with a supervisor, the employee should mediate the situation by explaining their position to the HR.

All grievances can be addressed to Email business@oscarmedia.tv Confidentiality will be maintained for the same.

7. TERMINATION



Employment with M/s. Oscar Media PVT. LTD. is on at will basis and maybe terminated voluntarily or involuntarily at any time.

Resignation

30 days' notice period to be served. All resignations to be given to the HR.

M/s. Oscar Media PVT. LTD. Exit procedure

The objective of this procedure ensures smooth and mutually agreed exit of employee.

M/s. Oscar Media PVT. LTD. Sets forth a healthy procedure to maintain excellent employee's relations.

Full and final settlement, salary slips, experience letter to be discussed with the HR.

8. HEALTH & SAFETY

M/s. Oscar Media PVT. LTD. Takes every reasonable precaution to ensure that employees have a safe working environment.

Hygiene and cleanliness should be maintained in the office premises. First aid facility available. Office premises are under CCTV surveillance.

Helpline numbers: Police stations: 100 MUMBAI

M/s. Oscar Media PVT. LTD. Kandivali (west), Mumbai - 400067,



Emergency services:

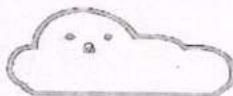
Fire – 101

MCGM Disaster Management control room – 108

Bomb blast cell – 022 22620935.

(Signature)
Training and Placement Officer
Tula's Institute, Dehradun

(Signature)
Director
Tula's Institute, Dehradun



MWIDM India
Private Limited

Letter of Intent

Dated: Oct-25-2022

To,
Kanchan Joshi,

Dehradun

Dear Kanchan,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern - US Recruitment**" with our organization. Your date of joining will be **1-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **1-Nov-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Cancelled Cheque (if applicable)
5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only) Per Month.**

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

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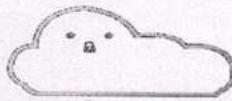
Shreyas
Director
Tula's Institute, Dehradun

MWIDM India Private Limited
Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com

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A
Training and Placement Officer
Tula's Institute, Dehradun



**MWIDM India
Private Limited**
Letter of Intent

Dated: Sep-20-2022

To,
Abhishek Kumar Jha,

Dehradun

Dear Jyoti,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **10-Oct-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **10-Oct-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
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3. Copy of Graduation/Post Graduation Degree/Certificates
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5. Five recent passport size photographs (Self)
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7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only)** Per Month.

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

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Rineet
Director
Tula's Institute, Dehradun

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MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us. +1 302-298-0101 | Website: www.mwidm.com

Training and Placement Officer
Tula's Institute, Dehradun



**MWIDM India
Private Limited**

Letter of Intent

Dated: Sep-20-2022

**To,
Priyanka Mahanta,**

Dehradun

Dear Jyoti,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern - US Recruitment**" with our organization. Your date of joining will be **10-Oct-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **10-Oct-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Cancelled Cheque (if applicable)
5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only) Per Month.**

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

**Rineet Bhamrah
HR Manager**

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*Director
Tula's Institute, Dehradun*

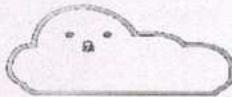
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MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com

A
Training and Placement Officer
Tula's Institute, Dehradun



**MWIDM India
Private Limited**

Letter of Intent

Dated: Sep-20-2022

To,
Sweta Singh,

Dehradun

Dear Jyoti,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **10-Oct-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **10-Oct-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
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5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only)** Per Month.

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

()

[Signature]
Tula's Institute, Director, Dehradun

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MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com

[Signature]
Training and Placement Officer
Tula's Institute, Dehradun

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this **9th day of January, 2023**.

BY AND BETWEEN

Any Tech Ventures, a private limited company incorporated under the Companies Act, 1956, having its registered office at **701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Hemlata Bijalwan student of Tulas Institute Dehradun Uttrakhand India (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

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[Signature]
Director
Tula's Institute, Dehradun

Registered Office: 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

A
Training and Placement Offi
Tula's Institute, Dehradun

1. Interpretation

In this agreement the following terms shall have the following meanings:

a. "Confidential Information"	any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular database, audio & video content;
b) "The Employment"	the employment of the Employee by the Company in accordance with the terms of this agreement;
c)"Group Company"	the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;
d)"Subsidiary"	a company as defined in section 1159 of the Companies Act 2006 of IPC;

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

Training and Placement Officer
Tula's Institute, Dehradun

Director
Tula's Institute, Dehradun

e) "Termination Date"	the date on which the Employment ceases.
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2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Client Services Executive- Metaverse** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

3. Term and Probation Period

- a. It is understood and agreed that the first 180 days of employment shall constitute a probationary period ("Probationary Period") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.

4. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of

the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavour, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

b. The Employee shall be responsible for:

- Play an active role on the Any Tech Ventures leadership team and shape the Global strategy.
- Deliver strong business growth to accelerate the Global business meaningfully by actively doing sales prospecting, performance marketing , account based marketing and end to end sales.
- Lead relationship with customers and drive joint business plans with them.
- Enable the tech transformation of top businesses by leveraging technology.
- Shape the next leap in storytelling by bringing in data and tech to the core creative process.
- Engage effectively with regional and global teams to build sponsorship.
- Lead and mentor team, enable the right culture around diversity and inclusion and lead by example.
- Achieve revenue and growth plans as per mutually agreed targets and go to market approach.
- Establish relationships and presence within the Global Tech/SaaS community.
- P&L responsibility for assigned campaigns and business unit.
- Responsible for developing key C-Suite relationships where major deals, strategic business interventions, and transformation are enabled.
- Deal with ambiguity, solve complex problems and scale effectively across a large organisation and highly distributed team.

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

Training and Placement Officer
Tula's Institute Dehradun

Director
Tula's Institute, Dehradun

5. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive salary of calendar month on consecutive 10th calendar day, payable in monthly instalments, as per the convenience of the Employer, an amount of INR 25,000 per month during probation period and INR 25,000 per month post probation, subject to such increases from time to time, as determined by the Employer. Employee is also eligible for a annual performance bonus of INR 2,50,000 evaluated on quarterly performances. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

6. Obligations of the Employee

- a. Upon execution of agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

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Training and Placement Officer
Tula's Institute, Dehradun

- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.
- e. The Employee shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.
- f. The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

7. Leave Policy

- a. The Employee is entitled to six (6) days of paid casual leaves in a year and six (6) days of sick leave post probation period. In addition, the Employee will be entitled to twelve (12) public holidays mentioned under the Leave Policy of the Employer.
- b. The Employee may not carry forward or encash any holiday to the next holiday year.
- c. In the event that the Employee is absent from work due to sickness or injury, she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to her recovery and as far as practicable will inform the designated person of the Employer of her expected date of return to work.
- d. If the Employee is absent from work due to sickness or injury for more than three consecutive days she must submit to the Employer a self-certification form. If such absence lasts for more than seven consecutive days the Employee must obtain a medical certificate from her doctor and submit it to the employer.

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Training and Placement Officer
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Director
Tula's Institute, Dehradun

- e. For any period of absence due to sickness or injury the Employee will be paid statutory sick pay only, provided that he satisfies the relevant requirements. The Employee's qualifying days for statutory sick pay purposes are Monday to Friday.

8. Assignment

- a. The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Competing Businesses

During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity involving sales & marketing that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

10. Confidentiality

- a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present

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On 20/07/2021
Director
Tula's Institute, Dehradun

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and contemplated financial status and activities of the Employer the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.

- b. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- c. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- d. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property, video, photographic and content copyright created. Any source code, software or other intellectual property developed, including but not limited to website design, video graphics, images or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.

11. Remedies

If at any time the Employee violates to a material extent any of the covenants or agreements set forth in paragraphs 6 and 9, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The

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Director
Tula's Institute, Dehradun


Training and Placement Officer
Tula's Institute, Dehradun

Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 6 or 9 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph 6 or 9 or to any other appropriate equitable remedy without any bond or other security being required.

12. Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to ten (10) day(s).
- b. The Employee may terminate his employment at any time by providing the Employer with at least one (1) month(s) advance notice of his intention to resign.
- c. The Employee may terminate on the last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.
- d. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other wilful and material breach of this Agreement.

13. Restrictive Covenant

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of

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Aziz Patel
Director
Tula's Institute, Dehradun

any third person or organisation, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

14. Notices

- a. Any notice required to be given hereunder shall be deemed to have been properly given if delivered personally or sent by pre-paid registered mail as follows:
 - To the Employee: abhishek@anytechtrial.com
 - To the Employer: Any Tech Ventures Pvt. Ltd. - 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002
- b. And if sent by registered mail shall be deemed to have been received on the 4th business day of uninterrupted postal service following the date of mailing. Either party may change its address for notice at any time, by giving notice in writing to the other party pursuant to the provisions of this agreement.

15. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

16. Successors

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

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Director
Tula's Institute, Dehradun

ing and Placement Officer
Tula's Institute, Dehradun

17. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defence or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/ her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

17. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writingsigned by each party or an authorized representative of each party.

18. Severability

Each paragraph of this agreement shall be and remain separate from andindependent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remainingparagraphs of this agreement.

19. Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

20. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India, IPC. Each party hereby irrevocably submits to the exclusive jurisdiction of the

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courts of Ghaziabad, Uttar Pradesh - India, for the adjudication of any dispute hereunder or in connection herewith.

21. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(Employee)

Any Tech Ventures Private Limited

Name: **Hemlata Bijalwan**

Represented By: Abhishek Tyagi

Aadhar/Passport:

Designation: Director

PAN:

Date:

Director
Tula's Institute, Dehradun

Training and Placement Officer
Tula's Institute, Dehradun

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
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KENT RO SYSTEMS LTD.

E - 6, 7 & 8, Sector-59, Noida-201309, U.P., India

Ph. +91-120-3075000

E-mail : sales@kent.co.in Website : www.kent.co.in

Date : 31.12.2022
Ref. No: HR/12617

Mr. SATYAM CHAUDHARY
BHANWALA DEHRADUN
UTTARAKHAND-248007
Mobile No: 9520359634

OFFER LETTER

Dear Mr. SATYAM,

With reference to your resume dated 31.12.2022 and the subsequent interview you had with us on 31.12.2022, we are pleased to offer you the position of **MANAGEMENT TRAINEE** in Grade E00 on a monthly gross salary of Rs 30000 (Rs. Thirty Thousand Only). You will also be entitled for PF, Gratuity, Group Medi-claim, Group Personal Accident Insurance and Group Life Insurance benefits and Ex-Gratia (if announced). You are required to join your duties on 06.02.2023 sharp 9:00 am at E-6,7,8 Sector 59 Noida for further posting at DEHRADUN.

Personal Resume submitted by you during interview is the main document available with us at the time of releasing the Offer Letter. This will be subjected to verification by third party after you join KENT RO Systems Ltd. However, if you feel any deviation in the information provided in the resume or during interview, you should immediately notify the same to Corporate HR before accepting the Offer. Further, if any major deviation is found by the third party in your employment record or qualification, your service's will be immediately terminated without any notice period or severance pay. Also, it is clarified that if you join and leave Kent within 30 days, no salary or benefits will be paid.

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

1. Aadhar Card (Details should match with PAN Card)
2. PAN card.
3. Address proof (Passport or Voter ID or Driving Licence).
4. One cancelled Cheque of your own saving bank account with your name printed on it as given on PAN and Aadhar card.
5. Four recent coloured passport size photographs.
6. Two Postcard size photograph along with dependent family members in case your gross salary is equal or less than Rs 21000 pm
7. Self-attested photocopy each of educational qualifications.
8. Two-wheeler RC as a proof of ownership. In case of non-availability of two-wheeler, the employee will be required to purchase one and submit the proof along with a copy of valid driving license.

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

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

For KENTRO Systems Ltd.

(Authorised Signatory)

Offer Accepted

(Signature of Candidate)

KENT
Mineral RO
Water Purifiers

Regd. Office : H-35, South Extension, Part-I, New Delhi - 110 049, India
CIN-U41000DL2007PLC161952

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TRAINING AND PLACEMENT OFFICE
Tula's Institute Dehradun



MKC Infrastructure Ltd.

Regd. Office : "MKC HOUSE", 10, Shiv Nagar, Anjar Ring Road,
Opp. Gulab Mill, Anjar - Kutch - 370 110 - Gujarat - India.
Phone : +91-2836-245730 Fax : +91-2836-243065
E-mail : mvcinfrastructureltd@gmail.com
Web : www.mvcinfrastructure.com

To

Anix System Pvt. Ltd

Subject: Letter of Intent from MKC Infrastructure Ltd Gujarat

Dear Madam,

As per our discussions, we are pleased to give this offer to selected Students in our organization for training /internship/apprenticeship and further job after their graduation.

Selected Students are as follows

Sr.No	Candidate Name	Branch	College Name
1	Ayush Chand	ME	Tula's Group
2	Pankaj Kumar Shah	ME	Tula's Group
3	Bijoy Sutradhar	ME	Tula's Group
4	Aakash Michael	ME	Tula's Group

Terms and Conditions

- Your salary will be 12000 Rs p.m
- You will be for probation period for 6 months and may be extended.
- Accommodation and food facility will be provided by company.
- Your joining will be anywhere in Gujarat.
- To and fro charges for final induction shall be borne by candidates.

[Signature]
Director
Tula's Institute, Dehradun

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Candidates shall bring following documents copy of

1. Photo state of your qualification certificates
2. ID Proof
3. Address proof
4. Passport size photograph.

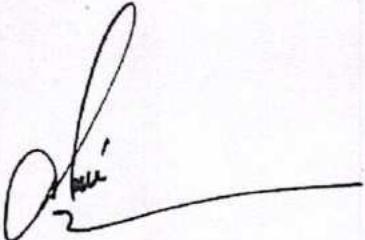
We wish rewarding career to all the above candidate and congratulate them.

Please sign the duplicate copy of this offer letter as a token of acceptance.

Your date of joining shall be before mid of November 2022

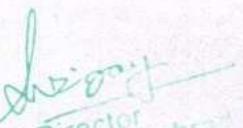
Wish you all the best.

Thanks & Regards-



HR Manager

MKC Infrastructure Ltd.



Director
Tula's Institute, Dohra

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01 March 2022
ANUSHKA VOHAT
Pune

Dear ANUSHKA VOHAT,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

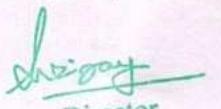
Compensation: Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

UlinkAgritechPrivateLimited
(Formerly known as UlinkBioEnergyPrivateLimited) CIN
No. U51900PN2008PTC157070

Regd. Office: Office No. 106 (B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun

Probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

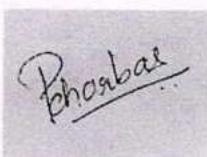
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStart team and working together on our cause of #helping farmers win
Thanking you,

**Ulink AgriTech Pvt.Ltd.
Agro Star**



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

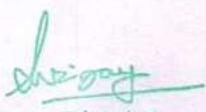
Name: ANUSHKA VOHAT

Signature:.....

**UlinkAgritechPrivateLimited
(Formerly known as UlinkBioEnergyPrivateLimited) CIN
No. U51900PN2008PTC157070**

Regd. Office: Office No. 106 (B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in



Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: ANUSHKA VOHAT

Designation: Agri Advisor

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

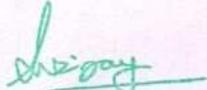
Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

UlinkAgritechPrivateLimited
 (Formerly known as UlinkBioEnergyPrivateLimited) CIN
 No. U51900PN2008PTC157070

Regd. Office: Office No. 106 (B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
 Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


 Director
 Tula's Institute, Dehradun



30 December, 2022

Offer Letter of Mr. Ajeet Kumar-HWT1022T

Dear Ajit,

Congratulations up on your selection and choosing Arupal Super Docs Tech LLP, as your career choice.

Welcome to the Arupal Super Docs Tech family. We are pleased to offer you the position of **Customer Success Executive** with us. The following are the abstract terms and conditions of the offer:-

- You will start as **Customer Success Executive** with effect from **30 December 2022**. You will be reporting to Parul Pandey, Chief Operations Officer.
- Your all inclusive Fixed Annual Compensation will be Rs. 1,80,000/- (One lakh eighty thousand rupees only), inclusive of all the benefits and taxes, plus an yearly performance based bonus (calculated 50% on your performance and 50% on company goals achievements) on the management's discretion.
- By signing this agreement you are agreeing to enter into a binding contract guaranteeing six months of employment. Confirmation of this appointment is subject to completion of three months of probation period. After your probation, your candidature will be reviewed basis your performance, effort levels, work ethics, regularity and attendance.

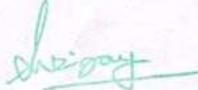
The duly signed appointment letter will be emailed to you on the first day of your joining at Arupal Super Docs Tech LLP only upon submitting your valid testimonials and related joining formalities. You shall be governed by the terms and conditions of service during your employment with Arupal Super Docs Tech LLP as per existing HR policies and those that may be amended from time to time. You may also be assigned and/or deputed to any other department for fulfilling the company's business needs. This could include operations, marketing, sales etc.

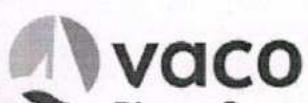
We would look forward to your joining us for an exciting journey ahead.

Yours sincerely,


Parul
DIRECTOR
ARUPAL SUPERDOCS TECHNOLOGY LLP

Parul Pandey
Chief Operations Officer, Arupal Super Docs Tech


Director
Tula's Institute, Dehradun



Binary Semantics

Pune Office:

Vaco Binary Semantics LLP Vaco Binary Semantics LLP

Office 205 and 206, 2nd Floor, L.P. No. AAI-1086

Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic

Skalnagar, Baner, Pune, City Gurugram, Haryana- 122015

Maharashtra, 411007 (India) Phone No. 0124 - 4242228 YBS/HR/FM-12

Mr. Akshay Kumar,
LF-3 . Block No-2 ,Flat no -129 ,
Bahadurpur Housing Colony ,
Bhothnath Road Near NMCH Patna,
Bihar Pin code - 800026.

Personal Email ID - rshwerma150@gmail.com

Subject: Appointment Letter

Dear Akshay,

We are pleased to appoint you as an **Associate Analyst** with Vaco Binary Semantics LLP (hereafter, referred to as the Company) w.e.f **19th June 2023**. This joining date is subject to change due to any unforeseen circumstances.

Your employment shall be governed by the following Terms and Conditions including the Non – Disclosure Agreement (NDA) and Code of Conduct that you are required to simultaneously execute with our Company. Further, you will be bound by other Rules & Regulations/ Conditions of Service as may be communicated to you while in our employment.

1. Remuneration:

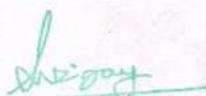
Your CTC (Cost to the company) will be **INR 2,64,000 LPA (INR Two Lakhs and Sixty Four Thousand only)** as per the details enclosed in Annexure I, subject to income tax applicable as per Income Tax Laws.

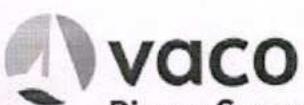
2. Probation:

You will be on probation for a period of 3 months from the date of joining. During the probation period, either party may terminate the contract by giving the other party 30 days notice in writing or payment in lieu thereof. Probation period will automatically be deemed completed unless extended in writing due to unsatisfactory performance.

3. Information:

Your appointment is based on the information furnished by you at the time of interview and by way of submission of your documents. However, if at any point of time it comes to the Company's notice that the information provided by you is incorrect or misleading the Company reserves the right to terminate your services without any notice and recover/forfeit dues. Further, you shall promptly inform the company of any change in your personal data within 3 days of such change. Any information required to be shared with you shall be deemed to have been duly given to you personally, electronically or by post to you at your communication address/ email ID as recorded with the company at the time of your joining.


Director
Tula's Institute, Dehradun



Binary Semantics

Pune Office:

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Office 205 and 206, 2nd Floor, Plot No. AAI-1086

Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic
Skalnagar, Baner, Pune,
Maharashtra, 411007

Registered Office:

Vaco Binary Semantics LLP

City Gurugram, Haryana- 122015

(India) Phone No. 0124 - 424228

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4. Personal Data:

You give your consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to: a) background verification agencies b) payroll processing agencies for processing my payroll (including reimbursement claims), c) law enforcement agencies, d) auditors, e) insurance companies for the purpose of group insurance, personal accident insurance etc. f) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

5. Background Check:

Your employment is subject to clearing the background checks (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company.

6. Workplace:

Your initial workplace shall be Gurugram. In addition, you may be required to travel within and outside the country for business related assignments. However, your services shall be transferable, based entirely on the exigencies of the work in our Company. You may be assigned to any location in India or abroad either existing or to be set up in future, where the Company shall conduct its business. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location. In case of deputation to On-Site Assignments, you are advised to comply with the Company's policies and schemes applicable at that time and local laws.

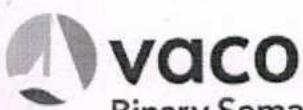
7. Travel:

In case of work-related travel, the company will either sponsor the travel and / or stay or reimburse for the expenses on actuals, subject to submission and validation of the supporting bills/receipts. The travel should be approved in writing by the Program Manager or respective Business Unit Head.

8. Shift:

You shall be required to work in a 9 hours shift including an interval of rest/break. Your shift shall be assigned to you by your immediate lead / manager. Based on the nature of your work and business requirements, you may be required to work in rotational shifts and for extended hours. Overtime, if applicable, shall be paid as per policy. The Company reserves the right to assign any shift, additional/ change duty, or transfer you to any other department as per business requirement.

Director
Tula's Institute, Dehradun



Binary Semantics

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City Gurugram, Haryana- 122015

Maharashtra, 411007 (India) Phone No. 0124 - 4242120

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9. Duties:

During your tenure with us, you shall, in good faith, exclusively and diligently carry out the set of instructions given to you from time to time. You shall not engage yourself either directly or indirectly in any business or employment or any related activity in any capacity, either full time or part time, competitive or otherwise, either for payment, honorarium or otherwise. Thus, you will provide your exclusive services to our Company.

10. General Conduct:

You are required to adhere to the assigned shift hours/days and break timings. Uninformed/ unexplained /excess breaks from work or not complying with the assigned shift timings / days shall be considered operating against the effective Code of Conduct and lead to action as per company policy, that may even culminate in the termination of your services, if found to be grave and serious.

11. Leaves:

You will be eligible for casual, earned, sick leaves and public holidays as determined by the Company's Leave Policy, which is subject to change from time to time. Women employees are eligible to avail maternity leaves as per the provisions of the Maternity Benefit (Amendment) Act, 2017. All your leaves should be applied in writing and duly approved by your immediate lead/manager. Any uninformed, unapproved leave or excess leaves from your available leave balance shall result in Leave(s) Without Pay/Loss of Pay which shall also have an impact on all components of your CTC and other benefits (if any).

12. Official property:

You will be provided office equipment (like laptops, headsets and cell phones, as applicable), essential to perform your job duties. Equipment supplied by the Company is to be used for business purposes only. You are required to take utmost care of all tangible and intangible office property including intellectual property / digital assets in your possession during your employment. At the end of the employment services, all office equipment / assets should be promptly returned as per Employee Separation policy. The Company reserves the right to take due action, recover/forfeit dues, and/or withhold relieving cum experience certificates in case of damage or loss of such things.

13. Applicable Rules & Regulations:

You shall, at all times, be governed by Company's policies and other rules and regulations in respect to leave, conduct, discipline or any other matter related to your services not covered above. The policies are subject to change to keep abreast with changing work environment, industry standards and other business exigencies.

14. Statutory Compliances:

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 or compliances. You may belong to this category and your details will be disclosed to these authorities. Further, you will also be provided benefits under the Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act; the Employees Compensation Act and the Maternity Benefit Act, if applicable.



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15. Separation:

Either party to this Agreement may end the services, even without cause, by serving a notice in writing to the other and providing **30 days'** notice or at the company's discretion, making payment in lieu thereof for the notice period days not served. In case of misconduct/breach of company policies committed by you, the Management reserves its right to terminate your services without notice or payment in lieu thereof.

16. Termination:

Notwithstanding the above, the Company also reserves the right to terminate the services without notice on the following grounds and the Company reserves the right to take action, recover/forfeit dues, and/or withhold relieving cum experience certificates in such cases.

- a. Failure in certification / training / written test or any other evaluation during the first 3 months of employment.
- b. Continuous non-performance / failure to clear through performance improvement plans.
- c. Continuous uniformed / unresponded absence from work for more than 3 working days.
- d. Violation of company policies, code of conduct, NDA terms or any other agreement terms signed during employment.
- e. Severe breach of data / information and physical security policies
- f. Sexual harassment of an employee at the workplace as provided under the Company's Policy Prevention of Sexual Harassment.
- g. Moral turpitude

17. Dispute Resolution:

Any dispute arising out of the terms of this Agreement and/or your conditions of service will in the first instance be referred to your Project Manager. In the event, no resolution is reached, then the matter would be finally escalated to Head HR or any person nominated for the said purpose. The Courts at Gurugram will have exclusive jurisdiction as per this Agreement.

To indicate your acceptance of this appointment with the Company, please submit a copy of this letter along with all relevant annexures/documents with your signature on each page.

Wishing you a successful journey ahead!
Yours Sincerely

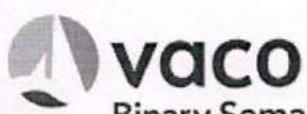


Prema Swamy
Human Resources

I acknowledge and accept the appointment on all the above terms and conditions:

Signature:
Complete Name:
Date:

[Signature]
Director
Tula's Institute, Dehradun



Binary Semantics

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Maharashtra, 411007 (India) Phone No. 0124 - 4242120

VBS/HR/FM-12

Salary Annexure

Akshay Kumar	Monthly INR		Yearly INR	
Associate Analyst	w.e.f. 19th June 2023			
Basic	19,140		229,680	
Grade Allowance	709			
Monthly Emoluments		19,849		238,186
Less ESI	149		1,786	
Monthly Take home		19,700		236,399
Other Benefits				
ESI			7,741	
Mediclaim*			5,000	
Total Other Benefits				12,741
Statutory Bonus				13,073
Total Cost to the Company in line with General Industry practice.	22,000			264,000
<i>The above structure is on the basis of an individual's voluntary decision and acceptance. The structure is subject to any statutory change in future.</i>				
<i>Mediclaim will be applicable from the date of entry in the policy.</i>				

The above structure has been explained to me and I accept the same.



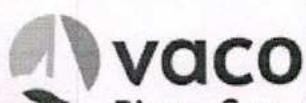
Authorized Signatory,

Prema Swamy - HR

Candidate Name & Sign: _____

Date: _____

Director
Tula's Institute, Dehradun



Binary Semantics

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Annexure 2

Onboarding and Background check documentation

1. Duly filled in Background Verification Form as per instructions given below.
2. 10th Mark-sheet and Passing Certificate and 12th Mark-sheet and Passing Certificate.
3. Scanned copies of Address & Identity Proofs – Aadhaar Card (Both sides) & PAN Card. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
4. Proof of Overseas Citizenship of India (applicable if you are not an Indian Nationality).
5. Graduation and Post-Graduation - Semester-wise mark-sheets, Final Year Mark-sheet, Provisional Certificate, and Degree Certificate.
6. Scanned Passport size colored photograph (jpeg format only).
7. Relieving letter from your previous employer(s) and / or Copy of the resignation acceptance letter, wherever applicable.

Note: All documents and filled in forms to be submitted in PDF format only.

Instructions for filling the Background Verification Form (sample form attached in email):

1. Please mention your Name, Father's name, and DOB as per the Aadhar card (First, middle and last name separately). For example, Candidate Name - Priya Kumari, then mention First name: Priya and Last name: Kumari, leave middle name - blank.
2. Mention complete address including house number/block/sector/building number along with pin code and landmark.
3. Follow dd/mm/yy format to mention the dates for the period of stay.
4. Please fill in details for the last 10 years (e.g. 2013 till today) in the address history column. Please do not leave it blank. If address details are the same as the permanent address, please mention it again in address history.
5. While filling in educational details, please start with the highest qualification (post-graduation/graduation), followed by details of the 12th and 10th standard. It is mandatory to mention the year of passing, registration number and the period of study.
6. Fill in details of your current/previous employers in the employment section (as mentioned in the employment letters). HR and Supervisor's name, contact number, email id, date of exit, and employee id, the reason for leaving is mandatory.
7. Sign the document on the last page of the form.

Shriji
Director
Tula's Institute, Dehradun

01 March 2022

APARNA JAISWAL

Pune

Dear APARNA JAISWAL,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

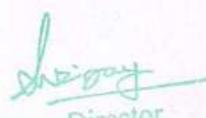
The offer made is subject to the following terms and conditions:

- a. **Compensation:** Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).
 - i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

Ulink Agritech Private Limited
(Formerly known as Ulink BioEnergy Private Limited) CIN
No. U51900PN2008PTC157070

Regd. Office: Office No. 106 (B&C), 6th floor, E-Space ITPark, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun

Probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

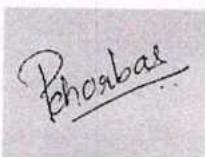
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the Agro Star team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

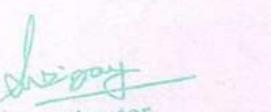
Name: APARNA JAISWAL

Signature:.....

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Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **APARNA JAISWAL**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

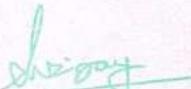
Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

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 Director
 Tula's Institute, Dehradun

01 March 2022

ASHISH KUMAR

Pune

Dear ASHISH KUMAR,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

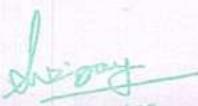
Compensation: Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

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Director
Tula's Institute, Dehradun

Probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

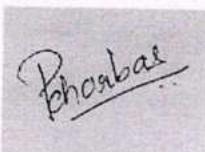
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- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStar team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

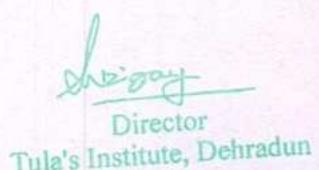
Name: **ASHISH KUMAR**

Signature:.....

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Annexure I
Compensation & Benefits

Employee Name: **ASHISH KUMAR**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
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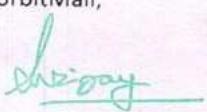
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 Director
 Tula's Institute, Dehradun

01 March 2022

BHANU LOLLEN

Pune

Dear BHANU LOLLEN,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

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Director
Tula's Institute, Dehradun

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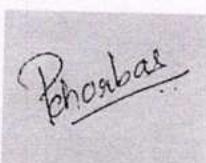
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We look forward to you joining the AgroStar team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

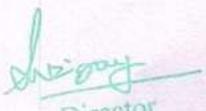
Name: **BHANU LOLLEN**

Signature:.....

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in



Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

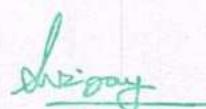
Employee Name: **BHANU LOLLEN**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

Note:

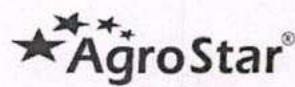
- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.


 Director
 Tula's Institute, Dehradun

Ulink Agritech Private Limited
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 CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
 Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in



21st June 2023

Chandrashekhar Raja
Gandhinagar

Dear Chandrashekhar Raja,

Subject: Offer Letter

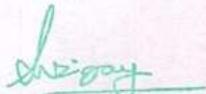
With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Gandhinagar, Gujarat. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company. The offer made is subject to the following terms and conditions:

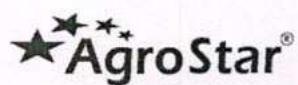
- a. **Compensation:** Your total CTC will be Rs 2,87,000/-per annum (Two Lac Eighty Seven Thousand). This includes a 24,000/- (Twenty Four thousand) of Performance Linked Bonus (PLB).
 - i) PLB will be paid out monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Gandhinagar, Gujarat. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations / projects / subsidiaries / affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year. ii. Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

Ulink Agritech Private Limited
(Formerly known as Ulink BioEnergy Private Limited)
CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall,
Pune, Maharashtra- 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun



- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one)month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one)months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **27th June 2023** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

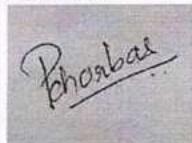
You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of AgroStar.

We look forward to you joining the AgroStar team and working together on our cause of #helpingfarmerswin.

Thanking you,

Ulink AgriTech Pvt. Ltd.

AgroStar



Priyanjali Kharbas
Vice President - People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined herein above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **Chandrashekhar Raja**

Signature:

Ulink Agritech Private Limited

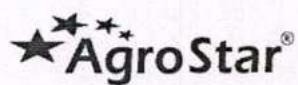
(Formerly known as Ulink BioEnergy Private Limited)

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Regd. Office: Office No. 106(B&C), 6thfloor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune, Maharashtra- 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

[Handwritten signature]
Director
Tula's Institute, Dehradun



Annexure I
Compensation & Benefits

Employee Name : **Chandrashekhar Raja**

Designation : **Agri Advisor**

Salary Head	Amount (Annual) (Rs.)
Basic	1,80,000
HRA	9,000
Statutory Bonus	15,000
Special Allowances	28,058
Total Gross Salary	232,058
Employer's Contribution to PF	23,400
Employer's ESIC Contribution	7,542
Total Fixed salary	263000
Performance Linked bonus (PLB)	24000
Total cost to Company (CTC)	287000
Take home Appx	17192

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

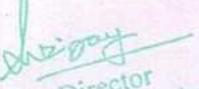
Ulink Agritech Private Limited

(Formerly known as Ulink BioEnergy Private Limited)

CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6thfloor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall,
Pune, Maharashtra- 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun



30 December, 2022

Offer Letter of Mr. Diksha Singh—HWT1022T

Dear Diksha,

Congratulations up on your selection and choosing Arupal Super Docs Tech LLP, as your career choice.

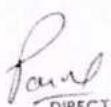
Welcome to the Arupal Super Docs Tech family. We are pleased to offer you the position of **Customer Success Executive** with us. The following are the abstract terms and conditions of the offer:-

- You will start as **Customer Success Executive** with effect from **30 December 2022**. You will be reporting to Parul Pandey, Chief Operations Officer.
- Your all inclusive Fixed Annual Compensation will be Rs. 1,80,000/- (One lakh eighty thousand rupees only), inclusive of all the benefits and taxes, plus an yearly performance based bonus (calculated 50% on your performance and 50% on company goals achievements) on the management's discretion.
- By signing this agreement you are agreeing to enter into a binding contract guaranteeing six months of employment. Confirmation of this appointment is subject to completion of three months of probation period. After your probation, your candidature will be reviewed basis your performance, effort levels, work ethics, regularity and attendance.

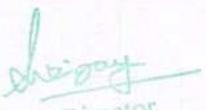
The duly signed appointment letter will be emailed to you on the first day of your joining at Arupal Super Docs Tech LLP only upon submitting your valid testimonials and related joining formalities. You shall be governed by the terms and conditions of service during your employment with Arupal Super Docs Tech LLP as per existing HR policies and those that may be amended from time to time. You may also be assigned and/or deputed to any other department for fulfilling the company's business needs. This could include operations, marketing, sales etc.

We would look forward to your joining us for an exciting journey ahead.

Yours sincerely,


Parul
DIRECTOR
ARUPAL SUPERDOCS TECHNOLOGY LLP

Parul Pandey
Chief Operations Officer, Arupal Super Docs Tech


Director
Tula's Institute, Dehradun

Ref. No.: IASPL/HR/EL/ST035/2023

October 10, 2023

Mr. Jatin Kumar

Village Old Kankar Bagh,
Near College of Commerce, District-Patna
Bihar-800020.

Sub: Offer Letter

Dear Mr. Jatin,

We are pleased to offer you the position of "**District Coordinator**" in our organization and you will be associated with Cadastral Map GIS Project. You will be posted at District – Yavatmal. Your remuneration would be Rs. 18,000 per month (Rupees Eighteen Thousand only). Letter of engagement shall be issued to you at the time of your joining.

You are advised to join the organization on or before October 12, 2023.

Please submit the following documents at the time of joining:

1. All Educational certificates / testimonials are required to be submitted in originals, along with a photocopy. The originals will be returned to you after Verification.
2. Copy of PAN & Aadhaar card.
3. Cancelled cheque
4. 2 Photographs.

This offer is made in good faith, based on the information provided by you regarding your own profile, including age and qualifications. If any of the information provided by you proved to be incorrect at any stage, whether prior to or after your joining the organization, the offer will stand automatically cancelled without any benefits of the terms of employment or any compensation accruing to you.

We take this opportunity to welcome you to our organization.

Yours faithfully,
for Indian Agribusiness Systems Ltd

Rajender Dobriyal
Head – HR and Admin

Indian Agribusiness Systems Ltd.,

Block B-1 Extn, Plot A-18, Mohan Cooperative Industrial Estate, Mathura Road, New Delhi – 110044
URL: www.agriwatch.com

Director
Tula's Institute, Dehradun

RE: OFFER LETTER - Manan Kumar - Trainee Production - HQ- Safidon, HR - Skylark Feeds Pvt. Ltd.

2 messages

Aanchal <hrd2@skylarkfeeds.com>

To: manan4979@gmail.com

Cc: placement@tulas.edu.in, crd1@tulas.edu.in

Wed, Jan 18, 2023 at 5:23 PM

Dear Manan,

As per the telephonic conversation we had your joining date will be 10th February 2023.**From:** hrd2@skylarkfeeds.com <hrd2@skylarkfeeds.com>**Sent:** 20 December 2022 11:29**To:** 'manan4979@gmail.com' <manan4979@gmail.com>

'placement@tulas.edu.in' <placement@tulas.edu.in>; 'crd1@tulas.edu.in' <crd1@tulas.edu.in>

Subject: OFFER LETTER - Manan Kumar - Trainee Production - HQ- Safidon, HR - Skylark Feeds Pvt. Ltd.Date: 20th December 2022**OFFER LETTER****Mr. Manan Kumar**

Address : VPO. Hardiya, Motihari East Champaran, Bihar-845401

Mobile: +91 7091754002, Email – manan4979@gmail.com

With reference to your application and subsequent interview with Skylark, we are pleased to offer you the position of Trainee-Production in our organization under the following terms & conditions.

1. You are requested to join on or before 04th January 2023 at 09:00 AM. You need to report to our Head Office based in Safidon, HR on the day of your joining.

2. Your CTC will be ₹300000/ annum (Rupees Three Lakh only). Detailed salary structure is given below.

3. Your present place of work will be Safidon, HR however during the course of service, you shall be liable to be posted / transferred anywhere to serve any of the company's projects or any other establishment in India or outside, at the sole discretion of the management.

4. You will be on probation for a period of six months. During the probationary period, your services can be terminated at any time, without notice or without assigning any reason whatsoever. You will be considered confirmed only after satisfactory completion of your probationary period.



Director
Tula's Institute, Dehradun

5. After confirmation, your services are subject to termination by one month's notice. But in case of insubordination, indiscipline, dishonesty, neglect of duty, absence without leave or permission for misconduct, your services may be terminated without one month's notice.

6. In any event that you want to terminate your employment with the Company you will be required to give a minimum of 30 days' notice, to enable a smooth transition and transfer of responsibilities. This minimum notice of 30 days cannot be adjusted against any leaves.

7. Your duties and responsibilities will be defined from time to time as per the requirement of the company and you will be abiding by the same. It should be clearly understood that your assignment can be changed or altered whenever necessary at the discretion of the management to suit any new development or requirements of the company as the same terms without any additional benefits.

8. Any Yearly increment should not be considered as automatic. Your performance will be reviewed every year for the consideration of the annual increment. Increment, if any, as well as the amount of increment will be at the sole discretion of the management.

9. You will not divulge or make any of the trusts, secrets, documents, accounts or business dealings of the organization and anything related to any person, group of persons, company, form or association etc. You will not publish, directly or indirectly, any information, paper, document or matter of any kind whatsoever relating to the organization or otherwise commit any breach of the conditions aforesaid or mentioned in this offer letter, in which case the management shall be at liberty to claim the damage from you as determined by the management, apart from terminating your services without any prior notice or salary in lieu thereof. Upon acceptance of the separation notice, you will immediately submit all the company property to management.

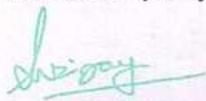
10. You shall be treated in the service for the whole of the time and you shall not be engaged in any other business or service, directly or indirectly, whether remuneration or otherwise, without the prior permission of the management in writing. You shall not apply for any job while in the service of the company.

11. While in the service of organization, you will faithfully diligently discharge your duties to the best of your abilities.

12. Your services are liable to be transferred to any of the branches, associates and subsidiaries or sister concerns/organization/companies anywhere in India either in existence now or which may come into existence in future. Your services are also liable to be transferred to any territory or area anywhere in the present terms and conditions to other organizations/companies in which the management may have interest. However, in case you get any additional benefit shall cease automatically when the said company discontinues your services or when your services are returned to the parent company.

13. You shall not take any exams or course of studies without the prior permission in writing from the management.

14. Absence for a continuous period of 8 days including absence though applied for but not granted and overstayed for a period of 8 days would make you lose your lien on the service and the same shall automatically come to an end without any notice or intimation. In such an eventuality, the management will draw an irresistible presumption that by remaining absent continuously and unauthorized, you have abandoned your job.


Director
Tulsi Institute Dehradun

15. Our company needs your continuous services for at least for 3 years and hence you will not join with any other traders/manufacturer whether existing or proposed to enter in future in line of similar products/ or will deal in similar products at least for the next 12 months after leaving the service.

16. Your appointment and its continuance are subject to your being found physically and mentally fit in the opinion of the management. You can be sent for a medical checkup to a medical officer. In the event of your neglecting, becoming unable to function consequent to ill health, accident, infirmity or any indolence in excess or impropriety, thus rendering you unable to comply with the conditions of your appointment in this organization and/or unable to attend office factory for a period of three consecutive month's or for period amounting in aggregate to three months in any one year, the company will be entitled to terminate your services without one month's notice or without one month's salary in lieu thereof.

17. If any information furnished by you, your bio-data or any other document in connection with your employment is found to be incorrect or it is found at a later stage/date that you have not revealed any relevant information, your services may be terminated forthwith without any notice or notice pay in lieu thereof. Your appointment is subjected to the result of your background verification.

18. Any change in address, telephone no will be intimated to the HR department within seven days from the change, failing which any communication sent to your recorded address shall be deemed to have been served on you.

19. Besides the above conditions, you will abide by the service rules/regulations of company standing orders issued/amended from time to time.

20. Your appointment is subjected to the submission of the following:

1. Certificates of academic and professional qualifications.
2. Aadhaar Card, PAN Card, Family ID, Domicile Certificate, Voter ID, Driving License and Passport.
3. Six passport sized photographs (Colour and Latest).
4. Bank Account Passbook or Cancelled Cheque.
5. Offer Letter, Appointment Letter, Relieving Letter and Experience Letter from all your previous employers.
6. Last three months' salary slips and perquisites from previous employers.

21. The Jind courts shall only have jurisdiction in case of any dispute between the employer and the employee.

Detailed Salary Structure

Salary Heads	Monthly (Rs.)	Annual (Rs.)
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[Signature]
Director
Tula's Institute, Dehradun

Basic Salary	11525	138300
HRA	4610	55320
Other Allowance	6915	82980
Gross	23050	276600
PF - Employer's Contribution	1950	23400
Deduction		
PF - Employee's Contribution	1800	21600
Total Deduction	1800	21600
Net (In Hand)	21250	255000
CTC	25000	300000

* Net pay and salary breakup is subject to change as per Statutory Changes. (Income Tax, PF, ESIC, PT, TDS etc.).

Please accept this offer within 02 days else the offer will stand withdrawn. Your employment is subject to satisfactory reference checks from your previous organization(s). Any incorrect information furnished by you or negative feedback may lead to cessation of employment.

Whilst welcoming you to the Skylark Group, we wish you good luck and a very bright career with us.

Please feel free to call for any clarifications.

Thanks & Regards:

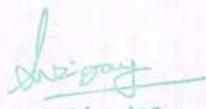
Aanchal | Executive - HR | Mobile: +91 9729997267



Head Office: Vill. Khera Khemawati, Teh-Safidon
Distt.- Jind, Haryana-126112, India
Telephone: +91 1686 264880 / 262400
Fax: +91 1686 264877
Toll free: 18001808866

www.skylarkhatcherries.com




Director
Tula's Institute, Dehradun

Before printing think about the Environment.

Manan Kumar <manan4979@gmail.com>
To: Aanchal <hrd2@skylarkfeeds.com>
Cc: placement@tulas.edu.in, crd1@tulas.edu.in

Thu, Jan 19, 2023 at 7:08 AM

Thanks for the mail.
[Quoted text hidden]

3 attachments



Head Office: 401, Khajuria Khanda, Tola, Dehradun
Distt: Jharkhand, 123112, India
Telephone: +91 1355 264492 / 265480
Fax: +91 1355 264477
Toll-free: 18001798885

image001.png
39K

www.skylarkhatcheries.com **image002.jpg**
2K

image003.gif
2K

Shri Day
Director
Tula's Institute, Dehradun



Pune Office: Vaco Binary Semantics LLP
Office 205 and 206, 2nd Floor, Supreme Ikon, Baner Road, Skalnagar, Baner, Pune, Maharashtra, 411007

Registered Office: Vaco Binary Semantics LLP
Plot No. 38, Sector 18, Electronic City Gurugram, Haryana- 122015
(India) Phone No. 0124 - 4242120 YBS/HR/FM-12

Ms. Niharika Sahu,
House no- 152, Vrindabhawan,
Tula's institute, Selaqui,
Dehradun, Uttarakhand,
Pin Code - 248007.

Personal Email ID - ns962734@gmail.com

Subject: Appointment Letter

Dear Niharika,

We are pleased to appoint you as an **Associate Analyst** with Vaco Binary Semantics LLP (hereafter, referred to as the Company) w.e.f **18th July 2023**. This joining date is subject to change due to any unforeseen circumstances.

Your employment shall be governed by the following Terms and Conditions including the Non – Disclosure Agreement (NDA) and Code of Conduct that you are required to simultaneously execute with our Company. Further, you will be bound by other Rules & Regulations/ Conditions of Service as may be communicated to you while in our employment.

1. Remuneration:

Your CTC (Cost to the company) will be **INR 2,40,000 LPA (INR Two Lakhs and Forty Thousand only)** as per the details enclosed in Annexure I, subject to income tax applicable as per Income Tax Laws.

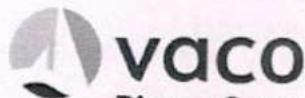
2. Probation:

You will be on probation for a period of 3 months from the date of joining. During the probation period, either party may terminate the contract by giving the other party 30 days notice in writing or payment in lieu thereof. Probation period will automatically be deemed completed unless extended in writing due to unsatisfactory performance.

3. Information:

Your appointment is based on the information furnished by you at the time of interview and by way of submission of your documents. However, if at any point of time it comes to the Company's notice that the information provided by you is incorrect or misleading the Company reserves the right to terminate your services without any notice and recover/forfeit dues. Further, you shall promptly inform the company of any change in your personal data within 3 days of such change. Any information required to be shared with you shall be deemed to have been duly given to you personally, electronically or by post to you at your communication address/ email ID as recorded with the company at the time of your joining.


Director
Tula's Institute, Dehradun



Pune Office:
Vaco Binary Semantics LLP
Office 205 and 206, 2nd Floor, L.P. No. AAI-1086

Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic City Gurugram, Haryana- 122015 (India) Phone No. 0124 - 42421201

4. Personal Data:

You give your consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to: a) background verification agencies b) payroll processing agencies for processing my payroll (including reimbursement claims), c) law enforcement agencies, d) auditors, e) insurance companies for the purpose of group insurance, personal accident insurance etc. f) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

5. Background Check:

Your employment is subject to clearing the background checks (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company).

6. Workplace:

Your initial workplace shall be Gurugram. In addition, you may be required to travel within and outside the country for business related assignments. However, your services shall be transferable, based entirely on the exigencies of the work in our Company. You may be assigned to any location in India or abroad either existing or to be set up in future, where the Company shall conduct its business. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location. In case of deputation to On-Site Assignments, you are advised to comply with the Company's policies and schemes applicable at that time and local laws.

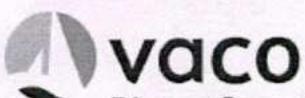
7. Travel:

In case of work-related travel, the company will either sponsor the travel and / or stay or reimburse for the expenses on actuals, subject to submission and validation of the supporting bills/receipts. The travel should be approved in writing by the Program Manager or respective Business Unit Head.

8. Shift:

You shall be required to work in a 9 hours shift including an interval of rest/break. Your shift shall be assigned to you by your immediate lead / manager. Based on the nature of your work and business requirements, you may be required to work in rotational shifts and for extended hours. Overtime, if applicable, shall be paid as per policy. The Company reserves the right to assign any shift, additional/ change duty, or transfer you to any other department as per business requirement.

Shreyas
Director
AIA's Institute, Dehradun



Binary Semantic

Pune Office:
Vaco Binary Semantics LLP
Office 205 and 206, 2nd Floor, Plot No. AAI-1086
Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic
Skalnagar, Baner, Pune, City Gurugram, Haryana- 122015
Maharashtra, 411007 (India) Phone No. 0124 - 42421200/HR/FM-12

9. Duties:

During your tenure with us, you shall, in good faith, exclusively and diligently carry out the set of instructions given to you from time to time. You shall not engage yourself either directly or indirectly in any business or employment or any related activity in any capacity, either full time or part time, competitive or otherwise, either for payment, honorarium or otherwise. Thus, you will provide your exclusive services to our Company.

10. General Conduct:

You are required to adhere to the assigned shift hours/days and break timings. Uninformed/ unexplained /excess breaks from work or not complying with the assigned shift timings / days shall be considered operating against the effective Code of Conduct and lead to action as per company policy, that may even culminate in the termination of your services, if found to be grave and serious.

11. Leaves:

You will be eligible for casual, earned, sick leaves and public holidays as determined by the Company's Leave Policy, which is subject to change from time to time. Women employees are eligible to avail maternity leaves as per the provisions of the Maternity Benefit (Amendment) Act, 2017. All your leaves should be applied in writing and duly approved by your immediate lead/manager. Any uninformed, unapproved leave or excess leaves from your available leave balance shall result in Leave(s) Without Pay/Loss of Pay which shall also have an impact on all components of your CTC and other benefits (if any).

12. Official property:

You will be provided office equipment (like laptops, headsets and cell phones, as applicable), essential to perform your job duties. Equipment supplied by the Company is to be used for business purposes only. You are required to take utmost care of all tangible and intangible office property including intellectual property / digital assets in your possession during your employment. At the end of the employment services, all office equipment / assets should be promptly returned as per Employee Separation policy. The Company reserves the right to take due action, recover/forfeit dues, and/or withhold relieving cum experience certificates in case of damage or loss of such things.

13. Applicable Rules & Regulations:

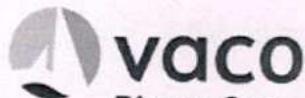
You shall, at all times, be governed by Company's policies and other rules and regulations in respect to leave, conduct, discipline or any other matter related to your services not covered above. The policies are subject to change to keep abreast with changing work environment, industry standards and other business emergencies.

14. Statutory Compliances:

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 or compliances. You may belong to this category and your details will be disclosed to these authorities. Further, you will also be provided benefits under the Sexual Harassment of Women At Workplace (Prevention, Prohibition and Redressal) Act; the Employees Compensation Act and the Maternity Benefit Act, if applicable.

Authorised by _____

Director
Tula's Institute, Dehradun



VACO

Binary Semantics

Pune Office:

Vaco Binary Semantics LLP

Office 205 and 206, 2nd Floor

Registered Office:

Vaco Binary Semantics LLP

Plot No. AAI-1086

Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic

Skalnagar, Baner, Pune,

City Gurugram, Haryana- 122015

Maharashtra, 411007

(India) Phone No. 0124 - 4242120

YBS/HR/FM-12

15. Separation:

Either party to this Agreement may end the services, even without cause, by serving a notice in writing to the other and providing 30 days' notice or at the company's discretion, making payment in lieu thereof for the notice period days not served. In case of misconduct/breach of company policies committed by you, the Management reserves its right to terminate your services without notice or payment in lieu thereof.

16. Termination:

Notwithstanding the above, the Company also reserves the right to terminate the services without notice on the following grounds and the Company reserves the right to take action, recover/forfeit dues, and/or withhold relieving cum experience certificates in such cases.

- a. Failure in certification / training / written test or any other evaluation during the first 3 months of employment.
- b. Continuous non-performance / failure to clear through performance improvement plans.
- c. Continuous uniformed / unresponded absence from work for more than 3 working days.
- d. Violation of company policies, code of conduct, NDA terms or any other agreement terms signed during employment.
- e. Severe breach of data / information and physical security policies
- f. Sexual harassment of an employee at the workplace as provided under the Company's Policy Prevention of Sexual Harassment.
- g. Moral turpitude

17. Dispute Resolution:

Any dispute arising out of the terms of this Agreement and/or your conditions of service will in the first instance be referred to your Project Manager. In the event, no resolution is reached, then the matter would be finally escalated to Head HR or any person nominated for the said purpose. The Courts at Gurugram will have exclusive jurisdiction as per this Agreement.

To indicate your acceptance of this appointment with the Company, please submit a copy of this letter along with all relevant annexures/documents with your signature on each page.

Wishing you a successful journey ahead!
Yours Sincerely



Prema Swamy
Human Resources

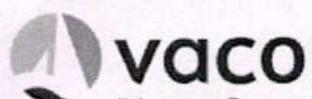
I acknowledge and accept the appointment on all the above terms and conditions:

Signature:

Complete Name:

Date:

Shriya
Director
Tula's Institute, Dehradun



Binary Semantic

Pune Office:
Vaco Binary Semantics LLP
Office 205 and 206, 2nd Floor, Plot No. AAI-1086

**Supreme Ikon, Baner Road, Plot No. 38, Sector 18, Electronic
Skalnagar, Baner, Pune,
Maharashtra, 411007**

Registered Office:

Vaco Binary Semantics LLP

City Gurugram, Haryana- 122015

(India) Phone No. 0124 - 4242120
YBS/HR/FM-12

Salary Annexure

Niharika Sahu	Monthly INR		Yearly INR	
Associate Analyst	w.e.f. 18th July 2023			
Basic	17,400		208,800	
Grade Allowance	512			
Monthly Emoluments		17,912		214,942
Less ESI	134		1,612	
Monthly Take home		17,777		213,330
Other Benefits				
ESI			6,986	
Mediclaim*			5,000	
Total Other Benefits				11,986
Statutory Bonus				13,073
Total Cost to the Company in line with General Industry practice.	20,000			240,000
<i>The above structure is on the basis of an individual's voluntary decision and acceptance. The structure is subject to any statutory change in future.</i>				
<i>Mediclaim will be applicable from the date of entry in the policy.</i>				

The above structure has been explained to me and I accept the same.



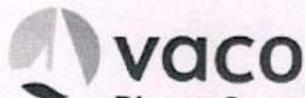
Authorized Signatory,

Prema Swamy - HR

Candidate Name & Sign: _____

Date: _____

Director
Tula's Institute, Dehradun



VACO

Binary Semantics

Pune Office:

Vaco Binary Semantics LLP **Registered Office:**

Vaco Binary Semantics LLP

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Annexure 2

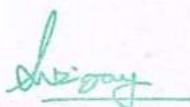
Onboarding and Background check documentation

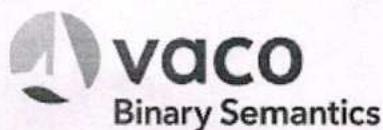
1. Duly filled in Background Verification Form as per instructions given below.
2. 10th Mark-sheet and Passing Certificate and 12th Mark-sheet and Passing Certificate.
3. Scanned copies of Address & Identity Proofs – Adhaar Card (Both sides) & PAN Card. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
4. Proof of Overseas Citizenship of India (applicable if you are not an Indian Nationality).
5. Graduation and Post-Graduation - Semester-wise mark-sheets, Final Year Mark-sheet, Provisional Certificate, and Degree Certificate.
6. Scanned Passport size colored photograph (jpeg format only).
7. Relieving letter from your previous employer(s) and / or Copy of the resignation acceptance letter, wherever applicable.

Note: All documents and filled in forms to be submitted in PDF format only.

Instructions for filling the Background Verification Form (sample form attached in email):

1. Please mention your Name, Father's name, and DOB as per the Aadhar card (First, middle and last name separately). For example, Candidate Name - Priya Kumari, then mention First name: Priya and Last name: Kumari, leave middle name - blank.
2. Mention complete address including house number/block/sector/building number along with pin code and landmark.
3. Follow dd/mm/yy format to mention the dates for the period of stay.
4. Please fill in details for the last 10 years (e.g. 2013 till today) in the address history column. Please do not leave it blank. If address details are the same as the permanent address, please mention it again in address history.
5. While filling in educational details, please start with the highest qualification (post-graduation/graduation), followed by details of the 12th and 10th standard. It is mandatory to mention the year of passing, registration number and the period of study.
6. Fill in details of your current/previous employers in the employment section (as mentioned in the employment letters). HR and Supervisor's name, contact number, email id, date of exit, and employee id, the reason for leaving is mandatory.
7. Sign the document on the last page of the form.


Director
Tula's Institute, Dehradun



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City Gurugram, Haryana- 122015
(India) Phone No. 0124 - 4242120
VBS/HR/FM-12

Ms. Prajaka Shrivastava,
Bela Bihar Colony, Lane number 2,
Imli chowk, Muzaffarpur Bihar, 842005 .

Personal Email ID - prajaktashrivastava267@gmail.com

Subject: Appointment Letter

Dear Prajaka,

We are pleased to appoint you as **Associate Analyst** with Vaco Binary Semantics LLP (hereafter, referred to as the Company) w.e.f **24th November, 2023**. This joining date is subject to change due to any unforeseen circumstances.

Your employment shall be governed by the following Terms and Conditions including the Non – Disclosure Agreement (NDA) and Code of Conduct that you are required to simultaneously execute with our Company. Further, you will be bound by other Rules & Regulations/ Conditions of Service as may be communicated to you while in our employment.

1. Remuneration:

Your CTC (Cost to the company) will be **INR 2,40,000 P.A. (INR Two Lakhs and Forty Thousand only)** as per the details enclosed in Annexure I, subject to income tax applicable as per Income Tax Laws.

2. Probation:

You will be on probation for a period of 3 months from the date of joining. During the probation period, either party may terminate the contract by giving the other party 30 days notice in writing or payment in lieu thereof. Probation period will automatically be deemed completed unless extended in writing due to unsatisfactory performance.

3. Information:

Your appointment is based on the information furnished by you at the time of interview and by way of submission of your documents. However, if at any point of time it comes to the Company's notice that the information provided by you is incorrect or misleading the Company reserves the right to terminate your services without any notice and recover/forfeit dues. Further, you shall promptly inform the company of any change in your personal data within 3 days of such change. Any information required to be shared with you shall be deemed to have been duly given to you personally, electronically or by post to you at your communication address/ email ID as recorded with the company at the time of your joining.

A handwritten signature in black ink, appearing to read "Shri Day".
Director
Tula's Institute, Dehradun



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4. Personal Data:

You give your consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to: a) background verification agencies b) payroll processing agencies for processing my payroll (including reimbursement claims), c) law enforcement agencies, d) auditors, e) insurance companies for the purpose of group insurance, personal accident insurance etc. f) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

5. Background Check:

Your employment is subject to clearing the background checks (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company).

6. Workplace:

Your initial workplace shall be Gurugram. In addition, you may be required to travel within and outside the country for business related assignments. However, your services shall be transferable, based entirely on the exigencies of the work in our Company. You may be assigned to any location in India or abroad either existing or to be set up in future, where the Company shall conduct its business. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location. In case of deputation to On-Site Assignments, you are advised to comply with the Company's policies and schemes applicable at that time and local laws.

7. Travel:

In case of work-related travel, the company will either sponsor the travel and / or stay or reimburse for the expenses on actuals, subject to submission and validation of the supporting bills/receipts. The travel should be approved in writing by the Program Manager or respective Business Unit Head.

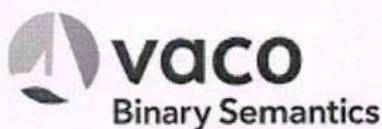
8. Shift:

You shall be required to work in a 9 hours shift including an interval of rest/break. Your shift shall be assigned to you by your immediate lead / manager. Based on the nature of your work and business requirements, you may be required to work in rotational shifts and for extended hours. Overtime, if applicable, shall be paid as per policy. The Company reserves the right to assign any shift, additional/ change duty, or transfer you to any other department as per business requirement.

9. Duties:

During your tenure with us, you shall, in good faith, exclusively and diligently carry out the set of instructions given to you from time to time. You shall not engage yourself either directly or indirectly in any business or employment or any related activity in any capacity, either full time or part time, competitive or otherwise, either for payment, honorarium or otherwise. Thus, you will provide your exclusive services to our Company.


Director
Tula's Institute, Dehradun



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You are required to adhere to the assigned shift hours/days and break timings. Uninformed/ unexplained /excess breaks from work or not complying with the assigned shift timings / days shall be considered operating against the effective Code of Conduct and lead to action as per company policy, that may even culminate in the termination of your services, if found to be grave and serious.

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You will be eligible for casual, earned, sick leaves and public holidays as determined by the Company's Leave Policy, which is subject to change from time to time. Women employees are eligible to avail maternity leaves as per the provisions of the Maternity Benefit (Amendment) Act, 2017. All your leaves should be applied in writing and duly approved by your immediate lead/manager. Any uninformed, unapproved leave or excess leaves from your available leave balance shall result in Leave(s) Without Pay/Loss of Pay which shall also have an impact on all components of your CTC and other benefits (if any).

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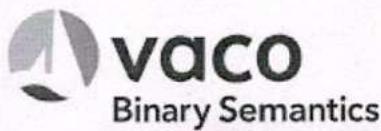
13. Applicable Rules & Regulations:

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Director
Tula's Institute, Dehradun



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15. Separation:

Either party to this Agreement may end the services, even without cause, by serving a notice in writing to the other and providing **30 days'** notice or at the company's discretion, making payment in lieu thereof for the notice period days not served. In case of misconduct/breach of company policies committed by you, the Management reserves its right to terminate your services without notice or payment in lieu thereof.

16. Termination:

Notwithstanding the above, the Company also reserves the right to terminate the services without notice on the following grounds and the Company reserves the right to take action, recover/forfeit dues, and/or withhold relieving cum experience certificates in such cases.

- a. Failure in certification / training / written test or any other evaluation during the first 3 months of employment.
- b. Continuous non-performance / failure to clear through performance improvement plans.
- c. Continuous uniformed / unresponded absence from work for more than 3 working days.
- d. Violation of company policies, code of conduct, NDA terms or any other agreement terms signed during employment.
- e. Severe breach of data / information and physical security policies
- f. Sexual harassment of an employee at the workplace as provided under the Company's Policy Prevention of Sexual Harassment.
- g. Moral turpitude

17. Dispute Resolution:

Any dispute arising out of the terms of this Agreement and/or your conditions of service will in the first instance be referred to your Project Manager. In the event, no resolution is reached, then the matter would be finally escalated to Head HR or any person nominated for the said purpose. The Courts at Gurugram will have exclusive jurisdiction as per this Agreement.

To indicate your acceptance of this appointment with the Company, please submit a copy of this letter along with all relevant annexures/documents with your signature on each page.

Wishing you a successful journey ahead!

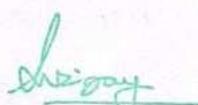
Yours Sincerely

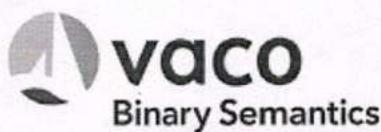


Prema Swamy
Human Resources

I acknowledge and accept the appointment on all the above terms and conditions:

Signature:
Complete Name:
Date:


Shreyas
Director
Tula's Institute, Dehradun



Pune Office:
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 (India) Phone No. 0124 - 4242120
VBS/HR/FM-12

Salary Annexure

Prajakta Shrivastava	Monthly INR		Yearly INR	
Associate Analyst	w.e.f. 24th November, 2023			
Basic	17,400		208,800	
Grade Allowance	512		6,142	
Monthly Emoluments		17,912		214,942
Less ESI	134		1,612	
Monthly Take home		17,777		213,330
Other Benefits				
ESI			6,986	
Mediclaim*			5,000	
Total Other Benefits				11,986
Statutory Bonus				13,073
Total Cost to the Company in line with General Industry practice.		20,000		240,000

**The above structure is on the basis of individual's voluntary decision and acceptance. The structure is subject to any statutory change in future.*

**Mediclaim will be applicable from the date of entry in the policy.*

The above structure has been explained to me and I accept the same.



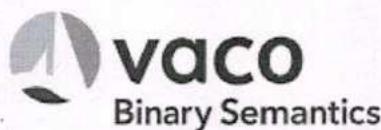
Authorized Signatory,

Prema Swamy - HR

Candidate Name & Sign: _____

Date: _____

Director
 Tula's Institute, Dehradun



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(India) Phone No. 0124 - 4242120
VBS/HR/FM-12

Annexure 2

Onboarding and background checks documentation

1. Duly filled in Background Verification Form as per instructions given below.
2. 10th Mark-sheet and Passing Certificate and 12th Mark-sheet and Passing Certificate.
3. Scanned copies of Address & Identity Proofs – Adhaar Card (Both sides) & PAN Card. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
4. Proof of Overseas Citizenship of India (applicable if you are not an Indian Nationality).
5. Graduation and Post-Graduation - Semester-wise mark-sheets, Final Year Mark-sheet, Provisional Certificate, and Degree Certificate.
6. Scanned Passport size colored photograph (jpeg format only).
7. Relieving letter from your previous employer(s) and / or Copy of the resignation acceptance letter, wherever applicable.

Note: All documents and filled in forms to be submitted in PDF format only.

Instructions for filling the Background Verification Form (sample form attached in email):

1. Please mention your name, father's name, and DOB as per the Aadhar card (First, middle and last name separately). For example, Candidate Name - Priya Kumari, then mention First name: Priya and Last name: Kumari, leave middle name - blank.
2. Mention complete address including house number/block/sector/building number along with pin code and landmark.
3. Follow dd/mm/yy format to mention the dates for the period of stay.
4. Please fill in details for the last 10 years (e.g. 2013 till today) in the address history column. Please do not leave it blank. If address details are the same as the permanent address, please mention it again in address history.
5. While filling in educational details, please start with the highest qualification (post-graduation/graduation), followed by details of the 12th and 10th standard. It is mandatory to mention the year of passing, registration number and the period of study.
6. Fill in details of your current/previous employers in the employment section (as mentioned in the employment letters). HR and Supervisor's name, contact number, email id, date of exit, and employee id, the reason for leaving is mandatory.
7. Sign the document on the last page of the form.

Shri Day
Director
Tula's Institute, Dehradun



Date: 28th Nov, 2023

Ms. Priyanshi Tiwari,
Haripura Tiwari, Nainital,
Uttarakhand - 244715.

Offer of Employment

Dear Ms. Priyanshi Tiwari,

With reference to your application for a position in our Company, and your subsequent interviews, we are pleased to offer you the position of "**Travel Consultant**" in the **Traveeasy Department** at present in our Company. However, your role may change in future as per the needs and exigencies of the Company.

Your head-office will be at Gurugram, however, you are liable to be posted/transferred at any of Company's other offices also at any location in India or abroad, or with any associate unit/entity where the company has any interest, whether in existence at present or to be opened in future. You will make your own arrangements for relocation upon such transfer. At present you will be posted at our **Gurugram** location till further orders.

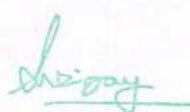
As discussed, this offer is subject to the following terms and conditions:

1. You will receive the Annual Fixed Compensation, on a Cost to Company (CTC) basis, of Rs. **5,04,144/-** (**Five Lakhs Four Thousand One Hundred Forty-Four Only**) per annum. **Annexure "A"** shows the compensation break up and **Annexure "B"** shows the Appointment Declaration.
2. This offer is subject to your joining us on or before **30th November 2023**. After that date this offer shall lapse and become void.
 - a. On your joining the Company, you will receive your appointment letter illustrating the terms and conditions of your appointment. You will also be governed by other standard terms and conditions of service of the Company, as well as any amendments therein and any new conditions and instructions etc. as issued by the Company from time to time.
 3. You are requested to bring the original and photocopy of the documents, duly self-signed and dated, as mentioned below along with you on your date of joining:
 - a. Educational Certificates & Mark sheets- 10th, 12th, Graduation, Post-Graduation
 - b. Experience & Relieving Certificate, Salary Certificate from Previous Employer
 - c. Aadhar Card and Pan Card
 - d. 4 Passport size photographs

We look forward to you being part of the Brightsun Family and look forward to your long and meaningful association with us. Kindly return the duplicate of this letter in token of your acceptance of the above terms & conditions.

Again, congratulations and welcome to the **Brightsun Travel Pvt. Ltd.** Family.

Yours sincerely,

.....

Director
Tula's Institute, Dehradun

ANNEXURE 'A'

Ms. Priyanshi Tiwari,

Fixed Compensation Details

COMPONENT	PER MONTH	PER ANNUM
Basic	16,400	1,96,800
HRA	8,300	99,600
Conveyance Allowance	800	9,600
Medical Allowance	1,250	15,000
Telephone Allowance	1,250	15,000
Gross Salary (A)	28,000	3,36,000
Less Deduction	-	-
Professional Tax	-	-
Employee PF	1,800	21,600
Employee ESI	-	-
LWF	31	372
Net Pay including tax	26,169	3,14,028
EMPLOYER'S PF	1,950	23,400
LWF	62	744
Employer ESI	-	-
Cost to Company	30,012	3,60,144

- Tax implications arising out of this structure would be borne by you.
- In case you have any queries in understating the CTC Structure, please speak to your HR.

Yours Faithfully,

I confirm & accept the above offer:

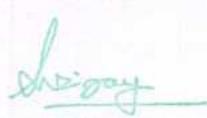
Sandeep Arora

Your Name: _____

Director

Signature: _____

Brightsun Travel Pvt. Ltd


 Director
 Tula's Institute, Dehradun

ANNEXURE 'B'

APPOINTMENT DECLARATION

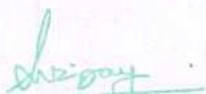
To,

Date: _____

The Manager,
M/s Brightsun Travel Pvt Ltd.
Unit No. 101, First Floor, Tower A,
Unitech world cyber park,
Sector 39, Gurgaon.

I do hereby declare that I _____ S/D of _____ R/o _____ has been discussed and agreed on the following information provided at the time of my interview discussions and I have understood it completely:

1. Travelling by my Own vehicle or Office CAB, [please write] _____.
[Office CAB availability is on availability of routes and availability of space in that respective route CAB and on the basis of deduction of 6000.00 INR as an CAB allowance if CAB provided is for both sides and deduction of 4000.00 INR as an CAB allowance if CAB provided is for single side.
 - a. Employees who travelling by own Four wheeler / Two wheeler will manage their wheeler parking in the space providing by UNITECH CYBER PARK.
 - b. Employees who getting CAB services, it can be withdrawn any time based on the work circumstances and work requirement and will be informed accordingly.
2. Brightsun Travel Pvt. Ltd. is 24/7 working.
 - a. TL / Manager of respective team will align shift as per the work requirement of Company including Saturdays / Sundays / Festival holidays.
3. Brightsun Travel Pvt. Ltd. is alternate week 5 days working.
 - a. in one week you will get 1 WEO and another week you will get 2 WEOs, same procedure follows all succeeding weeks.
 - b. For employees who works for UK client's / UK shifts, they will get the UK Bank holidays announced by the organization at year end for succeeding year.
4. Regarding your compensation, it is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your respective team TL / Manager or HR is not allowed and will come under misconduct by employee.
5. Brightsun Travel Pvt. Ltd. providing incentives structure to reward the hard work which tentatively payable to employee after 6 months of joining.
 - a. Incentives payout starting before 6 months or incentive payouts starting after 6 months in any month totally depend on the work performance reviewed by TL / Manager / Management time to time.
 - b. Incentives payout structure can be withdrawn or modify any time based on the work circumstances and work requirement and will be informed accordingly.


Director
Tula's Institute, Dehradun

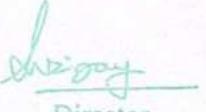
6. I have understood my Job Description during interview and after joining organization, department will remain same as mentioned in the offer letter and department is not transferable on employee choice. Brightsun Travel Pvt. Ltd. reserves the right to do movement to another department based on work requirements.
7. For any wrong credentials on my personal IDs [PAN / AADHAR / PASSPORT etc.] I take the responsibility to correct it within the 2 months of the joining with my own expense, else company can take decision on my employment with company.
8. For any wrong credentials on government authorities such as PF / ESI / LWF / TDS and others I take the responsibility to correct it within the 2 months of the joining and all the penalties which company will get because of wrong credentials from any of these government authorities shall be borne by me.

Signature with date:

Name:

Father's Name:

Address:



Shri Dayal
Director
Tula's Institute, Dehradun



Letter of Intent

Dear Rajvi Sharma,

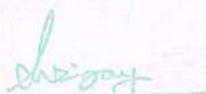
After the meeting between Unify Healthcare Services and you, we are pleased to issue a letter of intent on the terms set herein:

Terms:

1. You shall clear the certification after the training process (if required) and only after successful completion of the required training, you will be issued an appointment letter.
2. You will be appointed for the position of **Process Associate**.
3. Your expected date of joining is **July 11th, 2023**.
4. Below are your **compensation** details.

Basic	11000.00
HRA	4400.00
Medical Allowance	0.00
Conveyance Allowance	0.00
BONUS	1600.00
Gross Salary	17000.00
Professional Tax	0.00
Take Home Monthly Salary	17000.00
Provident Fund (Employer+ Employee)	2640.00
Total Package Monthly Salary	19640.00

5. The offer is subject to a successful background and reference check.


Director
Tula's Institute, Dehradun



You are required to submit the following documents.

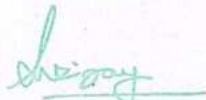
For Freshers:

1. Latest 4 passport-size photographs.
2. Photocopy of educational certificates along with originals (original certificates will be returned after verification.)
3. Copy of Pan Card.
4. Copy of Aadhaar Card.

For Experience candidates:

1. All above documents
2. Offer letter, and experience certificate from the last 2 employers.
3. Photocopy of the bank statement & salary slips of the last three months' salary.
4. Relieving letter, resignation acceptance.

Any falsification regarding the personal details, residential address, education, previous experience, salary, etc. would lead to the termination of this agreement and you would not be entitled to any compensation in form of salary or incentives:



Director
Tula's Institute, Dehradun

A handwritten signature in blue ink, which appears to read "Shri Day". Below the signature, the word "Director" is printed in a small, black, sans-serif font. Underneath that, the name "Tula's Institute, Dehradun" is also printed in a similar black font.



We welcome you to **Unify Healthcare Services** and hope that we will have a long and happy association.

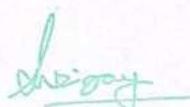
*Please note that you are joining the organization would be considered an acceptance of the agreement from your side

Thanks

Sukhwinder Kaur
Manager - Human Resources
Unify Healthcare Services



Plot #21, Sahastradhara Rd, Doon IT Park, Dehradun, Uttarakhand-248001



Shrey
Director
Tula's Institute, Dehradun



Letter of Intent

Dear Rati Maurya,

After the meeting between Unify Healthcare Services and you, we are pleased to issue a letter of intent on the terms set herein:

Terms:

1. You shall clear the certification after the training process (if required) and only after successful completion of the required training, you will be issued an appointment letter.
2. You will be appointed for the position of **Process Associate**.
3. Your expected date of joining is **July 10th, 2023**.
4. Below are your **compensation** details.

Basic	11000.00
HRA	7320.00
Medical Allowance	0.00
Conveyance Allowance	0.00
BONUS	0.00
Gross Salary	18320.00
Professional Tax	0.00
Employee Contribution to EPF	1320.00
Take Home Salary	17000.00
Employer Contribution to EPF	1320.00
Total Package Salary	19640.00

5. The offer is subject to a successful background and reference check.


Director
Tula's Institute, Dehradun



We welcome you to **Unify Healthcare Services** and hope that we will have a long and happy association.

*Please note that you are joining the organization would be considered an acceptance of the agreement from your side

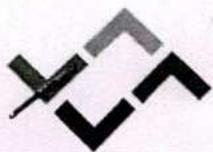
Thanks

Sukhwinder Kaur
Manager - Human Resources
Unify Healthcare Services



Plot #21, Sahastradhara Rd, Doon IT Park, Dehradun, Uttarakhand-248001

A handwritten signature in black ink, appearing to read "Dr. Jayant".
Director
Tula's Institute, Dehradun



Standards Services

We Do it together

APPOINTMENT LETTER

Date: 06-APR-2023

Dear RATI MAURYA,

This refers to your application and subsequent interview with us.

We are pleased to offer your appointment in our organization as a HR-Recruiter the terms and conditions mutually agreed upon during the course of our discussion.

Your appointment will be effective from **06-APR-2023** and the terms of the offer are as follows:

- Current Salary: **12,000/- monthly.**
- Company will open Salary Account with Zero Balance for all the Employees who join the Company. When they leave the Organization the Account will automatically change into Savings Account, if not closed by the Company Side or the Employee.
- Probation: Employee will be on probation of 6 months, during which the company reserves the rights to terminate employee consultation without any prior notice if the set target is not achieved (minimum 12).
- No Leaves will be permitted in the 6 Months' Probation Period and Employee will be expected to Reach Office on time i.e. 10:00 AM.
- In case employee does not report by stipulated day, it shall be presumed that employee is not interested in the offer and the same shall stand withdrawn without further reference to employee.
- Alternate phone number (mother/father) and the address (permanent and current) provided by the employee should be correct and verified. If verified in future and it is found to be wrong, the act would be considered as fraud and immediate actions would be taken.
- Ten days after the completion of training period a test will be conducted and the result will be based upon your test as well as your performance. Company has the full right to terminate that employee without any salary if the employee fails to pass.

1
Director
Tula's Institute, Dehradun

welcome you to Standards Services family and look forward to a mutually beneficial
sociation.

Please sign the duplicate copy of this letter as a token of your acceptance and agreement to the
above.

Thanks & Regards

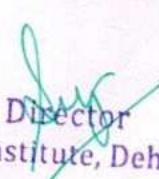


Agree & Accepted

Name: Standards Services

Date: 06-APR-2023

Signature

5

Director
Tula's Institute, Dehradun

1 year after joining, failing which you (and your surety) will be liable to pay Standard Service amount of ₹ 500/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining Standards Services and includes the duration of Leave without Pay (LWP) and/or unauthorized absence.

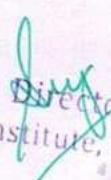
If an employee is a part of any event/trip in the company or is included in any photo/video related to activities or celebration happening in the company during his employment, Standards Services reserves the rights to use that photograph/video on its website or other social media account even after the employee has left the company.

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle Standards Services to withdraw this offer letter at its sole discretion.

Employee shall never disclose his salary or other bonus/incentives provided by the company nor shall ask or discuss the salary of other employees in the company under Confidentiality Clause. Failure to which can lead to strict actions.

As part of your acceptance of this appointment as an employee with Standards Services, you are required to maintain strict confidentiality of the intellectual property, protected information and other business information of Standards Services and its clients which may be revealed to you by Standards Services or which may in the course of your engagement with Standards Services come your possession or knowledge or may be specifically authorised to do so in writing by Standards Services. This Confidentiality Clause shall survive the termination or earlier determination of this Agreement.

Upon confirmation, employee will be required to sign a formal Consultation Agreement which details out the terms of employee Consultation with STANDARDS SERVICES.


Director
Tula's Institute, Dehradun

To,

Date: 30-June-2023**Mr. Rishav Kumar Singh**

Dhanbad, Jharkhand

Ph: 8210657217

Email:

kumarrishav007@gmail.com

We are pleased to confirm you as **Retail Store In charge** in DSS Agrisolutions Pvt Ltd starting from 04 July, 2023, on following terms and conditions.

Remuneration:

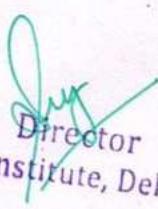
You will be in probation period for the first 6 months of your service and based on your performance of the above period, you will receive the confirmation letter.

Your total remunerations will be as **18,000/- month** (Eighteen Thousand rupees) & payable monthly on pro-data basis as per below salary structure.

Your total remunerations will be **2,16,000+/- p.a.** (Two lakh Sixteen Thousand rupees).

The CTC break-up is as below:

Description	Monthly	Annual
Base Salary	9000	108000
HRA	4500	54000
Special Allowance	2817	33800
PF	1210	14515
ESIC	474	5685
	18000	216000


Director
*Tula's Institute, Dehradun***DSS Agrisolutions Private Limited**

Row House# C-12B, Sunshine Villas, Rahatani, Near Hotel Shivar Garden, Pimple-Saudagar, Pune - 411027,
Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com

**The employee will be liable to pay all taxes applicable as per the prevailing tax laws of the land

For DSS Agrisolutions Pvt. Ltd



Niranjan Sharma

CEO and Co-Founder

Location:

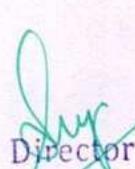
Your services continue to be in **Pune** and will however be transferable to any of the Company's branches in India.

Personal Information and Reference Checks:

Your confirmation is on the basis of various representations made by you, verbal and/or documentary as regards your qualification, experience etc. Which, if found false at any time, shall lead to termination of the contract of appointment without any prior notice and all consequences shall follow. We also reserve the right to terminate this contract forthwith in the event of our knowledge of adverse reference pursuant to the reference checks conducted by us anytime during the course of your employment.

At the time of confirmation please submit the below mentioned self-attested documents:

- Copy PAN Card.
- Copy of Aadhar Card.
- Copy Proof of Address.
- Copy of Bank Passbook.
- Educational Certificates.
- 2 Passport Size Photographs.
- Contact details of Care Taker/Parents/Husband/Wife/etc.



Director

Tula's Institute Dehradun

During your tenure, you will be governed by the Rules & Regulations of the

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company relating to the conditions of service, such as Conduct, Discipline & Appeal Rules etc., as may be in force from time to time.

As an employee of the company:

- You will be fully responsible for any loss or destruction of any property that you will be using.
- You will be required to assign to the company or its assignees the entire right, title and interest in & to any creative concepts that you May ideate & execute during or as a result of your employment in the company.
- You will perform all acts and deeds which the company may consider necessary to secure for it or its successors, or assignees, any or all rights relating to such creative concepts and its execution both in India and abroad.

You **will** not divulge or disclose to any third party any information, plans etc., which shall be the exclusive property of the company.

Standard of Loyalty:

You will be expected to maintain a high standard of loyalty, efficiency, integrity and secrecy along with supervision and control for execution of the company's policies and management decisions.

Whole Time Employee:

As personnel of the company, you are supposed to be a whole-time employee and expected to devote whole time and attention to the interest of the company and not indulge in any activity, consultancy, advisory work or business while in service of the company.

Your working hours shall be as per standard shift timing (including Breaks). However, there would not be overtime payment in case you are asked to work on holidays like weekend or public holiday or to meet the targets set for you for the month.

The management reserves the right to change / alter the working hours

Confidentiality agreement:

You shall, during the continuance of your services with the Company and for a period of two years after the termination thereof, observe strict secrecy as to the confidential affairs, dealings and concerns of the Company and shall not, during the validity of this contract of employment and for two years after its termination, without the prior written consent of the Company, divulge to any person or third party not employed by the Company, its subsidiaries and affiliates, and shall use your best endeavors to prevent the publication or disclosure to any person or third party not employed

*Tulashri Dehradun
Director*

DSS Agrisolutions Private Limited

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Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com

by the Company, its subsidiaries and affiliates of any confidential information pertaining to the business or operations of the Company including any confidential information concerning the business, accounts or commercial, financial plans or strategies of the Company, any confidential report or research commissioned by or on behalf of the Company in connection with the business or affairs of the Company, any trade secrets of the Company including know-how and confidential transactions and any other information confidential to the Company (all such information, reports, research, trade secrets and other information being herein called "Confidential Information"). However, the provisions of this Article shall not apply to any Confidential Information that becomes part of the public domain without any violation by you of this Article.

Non-Compete:

During your employment with the Company, except for the company, its subsidiaries and affiliates, you shall not directly or indirectly: (i) carry on or engage in whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, employee or agent or in any other manner whatsoever, or render services to or be employed by, whether for profit or otherwise any business which competes with the whole or any part of the business of the Company, ; or (ii) have any equity or profit interest in, make any loan to or for the benefit of, guaranty the repayment of any funds by, or render services or advice to any person or entity that competes, directly or indirectly with the whole or any part of the business of the Company .

During your employment with the Company, and for a period of one year thereafter, you shall not, directly or indirectly either by yourself or through any firm or company or person; (i) attempt in any manner to solicit from any client/customer, except on behalf of the Company, business of the type carried on by the Company, or persuade any person, firm or entity which is a client/customer (present) of the Company, to cease doing business or to reduce the amount of business which any such client/customer has customarily done or might propose doing with the Company, whether or not the relationship between the Company, its subsidiaries and affiliates, and such client/ customer was originally established in whole or in part through your efforts; or (ii) employ or attempt to employ or assist anyone else to

Employ, except on behalf of the Company, its subsidiaries and affiliates any Person who is in the employment of the Company, its subsidiaries and affiliates at the time of termination of this contract, or was in the employment of the Company or its subsidiaries or affiliates or its holding company at any time during the year immediately preceding such time.

You agree that the above restrictions are considered reasonable for the legitimate

DSS Agrisolutions Private Limited

Row House# C-12B, Sunshine Villas, Rahatani, Near Hotel Shivar Garden, Pimple-Saudagar, Pune - 411027,
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*Director
Tula's Institute, Dehradun*

protection of the business and goodwill of the Company, its subsidiaries and affiliates, but in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Article valid and effective; provided however, that on their vocation. Removal or diminution of the law or provisions, as the case may be, by virtue of which the restrictions contained in this Article were limited as provided herein above, the original restrictions would stand renewed and be effective to their original extent, as if they had not been limited by the law or provisions revoked. Notwithstanding the limitation of this provision by any law for the time being in force, you undertake to, at all times observe and are bound by the spirit of this Article.

In the event of cessation of your services with the Company due to any breach by the Company the non-compete provisions as per clause (d) will be waived and not be applicable to you.

You shall be responsible for and pay all taxes imposed by any tax authority in India or elsewhere on any income or payments received from the company, unless deducted at source.

Termination:

On confirmation, in case you wish to leave the services of the Company, the acceptance of your resignation and your relief will be subject to your giving one Month notice or One Month remuneration in lieu thereof.

In the absence of work for Two (2) consecutive days without leave and / or without practical justification and fail to inform / attempt to inform your reporting Manager shall be deemed that you have terminated your employment with the company without prior notice. In such situation, the payment of coverage in lieu of notice shall be recovered from you.

On confirmation, the Company may terminate your services by giving you One month's notice period or One month's remuneration in lieu thereof.

In the case of termination from the services by the Company due to any misconduct, misusing office time and infrastructure you will be liable to pay back One Month remuneration.

In the event of termination or resignation from the Company in terms of clause herein, the last month's salary due and payable to you will be Included, and paid in your full and final settlement of your term in all final dues payable

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Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com

S. K. Tula
Director
Tula's Institute, Dehradun

to you after 45 days by the Company.

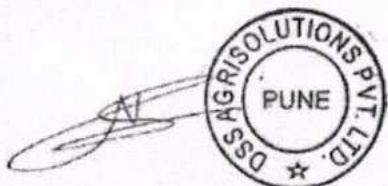
In case you are indulge in unauthorized or illegal activities like consumption or possession of alcohol; owning or selling illegal articles. Any violation of company rules, violation of usage of IT Equipment, indulged in violent activities or provoking others to do so, sexual violence, inappropriate use of electronic devices, and your services will be terminated without any prior notice.

Consequences of Termination:

The termination of this contract howsoever arising shall not affect such of the provisions hereof, including but not limited to the provisions of Clauses above mentioned clauses as are expressed to operate/have effect after the termination of this contract & shall be without prejudice to any right of action already accrued to the Company in respect of any breach of this contract.

In the event of termination of this Agreement for any reason whatsoever, you shall immediately return to the Company, all documents and copies in your possession in connection with the business and affairs of the Company as well as all the property belonging to the Company.

For DSS Agrisolutions Pvt. Ltd



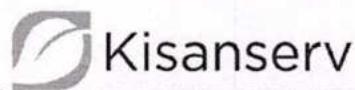
Niranjan Sharma

CEO and Co-Founder


Tula's Institute, Dehradun

DSS Agrisolutions Private Limited

Row House# C-12B, Sunshine Villas, Rahatani, Near Hotel Shivar Garden, Pimple-Saudagar, Pune - 411027,
Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com



Dear Sir/Mam,

The appointment and Terms & Conditions mentioned therein are acceptable to me.

Signature:

Name of Employee: Date:

Director
Tula's Institute, Dehradun

DSS Agrisolutions Private Limited

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Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com

UNDERTAKING CUM INDEMNITY

I, Rishav Kumar Singh, read and understood the H.R. Policy & the Code of Conduct of **DSS Agrisolutions Pvt. Ltd.**, & agree to abide by the same in letter & spirit. In furtherance of my appointment letter & in consideration of being appointed by the Company, I have also agreed to adhere to the following terms & conditions as mentioned herein below which shall form a part of my service conditions between me & the Company in respect of the performance of my duties during my tenure with the Company.

I undertake that at all times during the course of my employment or after the cessation of my employment by resignation/ separation /termination /suspension I will not make the Company, Manager, Stake Holder or any Director of the Company, liable, either directly or indirectly through any other person, for any misconduct caused to me by my co-employee which also would be construed to be a contravention of my right's, and I shall not proceed civilly or take out criminal proceedings or proceedings of any type against the Company, Manager, Stake Holder or its Directors.

I also waive my right to file any legal proceeding, including but not limited to civil/ criminal proceedings in any court of law of any type against the Company, Manager, Stake Holder, and its directors for any misconduct caused to me by my co-employee which would also be construed to be a contravention of my rights during the course of my employment with the company even though my rights may have been infringed knowingly by any co-employee, any other employee of DSS Agrisolutions Pvt. Ltd.

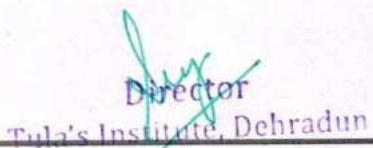
Further, I hereby agree to indemnify and keep indemnified the Company, Manager, Stake Holder, Director's against any and all claims, actions, damages, penalties, expenses, losses or liabilities arising from or out of the breach any representation, undertaking or covenant hereby made/agreed/undertaken by me being or turning out to be false, untrue, misleading, incorrect and/or breached, and also indemnify and keep indemnified the Company, Manager, Stake Holder, Directors in the event of any breach by me of any statute, rule, regulation, or Law both Central and State. The said indemnification obligation shall extend to all remote or consequential loss, damages or claims alleged to be or to have been or likely to be suffered by the Company and or all the Directors, Manager, Stake Holders, Secretary or other officers of the Company.

Agreed and accepted:

Signature of Employee:

Name of the employee:

Date:



Director
Tula's Institute Dehradun

DSS Agrisolutions Private Limited

Row House# C-12B, Sunshine Villas, Rahatani, Near Hotel Shivar Garden, Pimple-Saudagar, Pune - 411027,
Maharashtra Customer Care: +91 844 844 1068, Email: info@kisanserv.com, website: www.kisanserv.com



Date: 28th Nov, 2023

Ms. Sandhya T,
Dhoolkot, Dehradun,
Uttarakhand - 248197.

Offer of Employment

Dear Ms. Sandhya T,

With reference to your application for a position in our Company, and your subsequent interviews, we are pleased to offer you the position of "Travel Consultant" in the Travel Department at present in our Company. However, your role may change in future as per the needs and exigencies of the Company.

Your head-office will be at Gurugram, however, you are liable to be posted/transferred at any of Company's other offices also at any location in India or abroad, or with any associate unit/entity where the company has any interest, whether in existence at present or to be opened in future. You will make your own arrangements for relocation upon such transfer. At present you will be posted at our Gurugram location till further orders.

As discussed, this offer is subject to the following terms and conditions:

1. You will receive the Annual Fixed Compensation, on a Cost to Company (CTC) basis, of Rs. 3,60,144/- (**Three Lakhs Sixty Thousand One Hundred Forty-Four Only**) per annum. Annexure "A" shows the compensation break up and Annexure "B" shows the Appointment Declaration.
2. This offer is subject to your joining us on or before 30th November 2023. After that date this offer shall lapse and become void.
 - a. On your joining the Company, you will receive your appointment letter illustrating the terms and conditions of your appointment. You will also be governed by other standard terms and conditions of service of the Company, as well as any amendments therein and any new conditions and instructions etc. as issued by the Company from time to time.
3. You are requested to bring the original and photocopy of the documents, duly self-signed and dated, as mentioned below along with you on your date of joining:
 - a. Educational Certificates & Marksheets - 10th, 12th, Graduation, Post-Graduation
 - b. Experience & Relieving Certificate, Salary Certificate from Previous Employer
 - c. Aadhar Card and Pan Card
 - d. 4 Passport size photographs

We look forward to you being part of the Brightsun Family and look forward to your long and meaningful association with us. Kindly return the duplicate of this letter in token of your acceptance of the above terms & conditions.

Again, congratulations and welcome to the Brightsun Travel Pvt. Ltd. Family. Yours

sincerely,

Sanjay
Director
Tula's Institute, Dehradun

ANNEXURE'A'

Ms. Sandhya T,

Fixed Compensation Details

COMPONENT	PERMONTH	PERANNUM
Basic	16,400	1,96,800
HRA	8,300	99,600
Conveyance Allowance	800	9,600
Medical Allowance	1,250	15,000
Telephone Allowance	1,250	15,000
Gross Salary (A)	28,000	3,36,000
Less Deduction	-	-
Professional Tax	-	-
Employee PF	1,800	21,600
Employee ESI	-	-
LWF	31	372
Net Pay including tax	26,169	3,14,028
EMPLOYER'SPF	1,950	23,400
LWF	62	744
Employer ESI	-	-
Cost to Company	30,012	3,60,144

- Tax implications arising out of this structure would be borne by you.
- In case you have any queries in understating the CTC Structure, please speak to your HR.

Yours Faithfully,

I confirm & accept the above offer:

Sandeep Arora

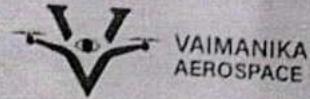
Your Name: _____

Director

Signature: _____

BrightsunTravelPvt.Ltd

Suj
Suj
Director
Tula's Institute, Dehradun



Ref/No.VA/AG/11/22

Date: 06-10-2023

**OFFER LETTER
PERSONAL AND CONFIDENTIAL**

Pratyush Kumar
S/o Mritunjay Singh
Sherpur, Patna, Bihar-803301

Dear Pratyush,

Congratulations! I am very pleased to confirm our offer of employment to you and to join **Ved Prabha Aerospace PVT LTD**, as a **UAV Pilot** Effective From 06-10-2023. We believe that you will be a fine addition to our UAV Pilot Team and that this represents an excellent opportunity for you. As discussed, you will be a full-time employee with a starting salary of **1.32 lakh per annum**.

We look forward to a mutually rewarding employment experience for you here at **Ved Prabha Aerospace PVT LTD**. It is our hope that you will find this position exciting and rewarding.

Sincerely,
Md. Shoaib Ansari
HR, Patna
06/10/23

Ved Prabha Aerospace PVT LTD

Your signature indicates acceptance of this position and acknowledgement of the terms and conditions attached.

PYdJ4Vsh-kk
Signature

06-10-23
Date

Director
Tula's Institute, Dehradun

Ved Prabha Aerospace Private Limited
Flat No. 501, Shiv Laxmi Plaza, Opp Rajendra Nagar Terminal, Old
Bypass Main Road, Kankarbagh, Patna- 800020, Bihar, India
Office No.: - 9955111150 | Email: -vaimanikaaerospaceofficial@gmail.com
website: - <https://vaimanikaaerospace.com/>

01 March 2022

SANSKAR

Pune

Dear SANSKAR,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

Compensation: Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106 (B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

[Signature]
Director
Tula's Institute, Dehradun

probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

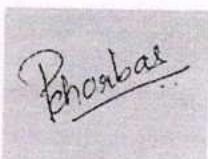
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the Agro Star team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **SANSKAR**

Signature:.....

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070

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Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

[Signature]
Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **SANSKAR**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

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 Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

✓ Director
✓ Tula's Institute, Dehradun

01 March 2022

SHAIK ABDUL

Pune

Dear SHAIK ABDUL,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

a. **Compensation:** Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.

b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.

c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.

i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.

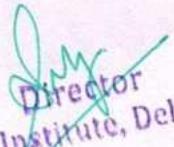
d. **Probation & Termination:**

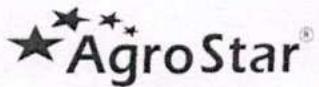
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Director
Tula's Institute, Dehradun



probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStar team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star

A square photograph containing a handwritten signature in black ink, which appears to read "Kharbas".

Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **SHAIK ABDUL**

Signature:.....

Ulink Agritech Private Limited
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Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 020 4150 4211 / 55. Email: info@agrostar.in Website: www.agrostar.in

A handwritten signature in black ink, which appears to read "Shaiq Abdul". Below the signature, there is a purple ink annotation that reads "Tulip's Institute, Maharashtra".

Annexure I
Compensation & Benefits

Employee Name: **SHAIK ABDUL**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

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 Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

Director
 Tula's Institute, Dehradun

Date: October 17, 2023

Emp Temp Code: 1720027327

Shreya Sahl

Sanjay Gandhi Nagar Road No 5 Hanuman Nagar Thana Patrakar Nagar
Sampatchak, Patna - 800001,
Bihar, India

Letter of Appointment

Dear Shreya,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Care Executive. You are required to report for duties on October 17, 2023 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions :

1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place /Company's Office/Site at Mohali, you are liable to be transferred to any department /office anywhere in India /Overseas, or a company/entity formed by the location. Accordingly, your working hours /shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave" /"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

T Teleperformance each interaction matters

assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rata on the basis of your current Gross Fixed salary (subject to tax).

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust /discipline, your services

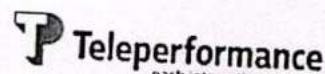
*Director
Institute, Dehradun*

to be transferred to any department /office anywhere in India /Overseas, or a company/entity formed by the promoters or transferred /assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours /shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.

5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.

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7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your inability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust /discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

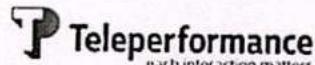
You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("Confidential Information"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including Global Essential Compliance & Security Policies and Social Media Policy as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company Intranet and may be changed /modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically retire from the services of the Company on the last day of the calendar month in which you attain the age of Fifty-Eight years. Your date of birth as per official records is June 07, 2001.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.

Director
Tula's Institute, Dehradun

12. You will automatically retire from the services of the Company on the last day of the calendar month in which you attain the age of Fifty-Eight years. Your date of birth as per official records is June 07, 2001.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.

2



14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.
15. You agree to undergo a drug test or any other medical fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.
16. You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.
17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.
18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.

19. In the event of you resigning from the services of the company before a period of one year from the date of your joining, any payments made by the company towards relocation benefits, any bonuses or any other allowances, notice period buy-backs or any other such benefits that were to facilitate smooth integration shall have to be repaid to the company.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to Teleperformance and here's wishing you a rewarding career.

Yours Truly,
For CRM Services India Private Limited,

Preeti Amrit Shirke
Executive Vice President - Human Resources & Recruitment

I, Shreya Sahi, residing at Sanjay Gandhi Nagar Road No 5 Hanuman Nagar Thana Patrakar Nagar Sampatchak Patna - 800001, Bihar, India do hereby accept the terms and conditions in this letter.

Employee Signature	Accepted On 17 Oct 2023
Employee Name	Shreya Sahi

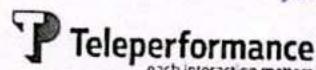
Enclosures:

- Compensation/ Salary details (Annexure I)
- Non-Disclosure Declaration and Undertaking (Annexure II)
- Personal Data- Declaration (Annexure III)
- Work from Home - Declaration, applicable under WAHA-[Work at Home] (Annexure IV)

NOTE: For purposes of brevity and ease of reading the term "the Company" or the term "Teleperformance" (wherever it appears in this letter) means Teleperformance.

3

*Director
Tula's Institute, Dehradun*



Emp Temp Code : 1720027327

Annexure I
Compensation Details

Employee Name:	Shreya Sahi
Designation:	Customer Care Executive
Grade:	Grade I
Date Of Joining:	October 17, 2023
City:	Mohali
Pay Components	Amount in Indian (INR)
Basic Pay	10,859.00

ANNEXURE II
DECLARATION AND UNDERTAKING REGARDING NONDISCLOSURE

I, Shreya Sahi residing at Sanjay Gandhi Nagar Road No 5 Hanuman Nagar Thana Patrakar Nagar Sampatchak Patna - 800001, Bihar, India and working as Customer Care Executive, do hereby solemnly state, undertake and declare that:

1. I will faithfully, truly and to the best of my skills and ability, execute and perform the duties required of me as an employee of CRM Services India Private Limited, a Company having its registered office at Teleperformance Towers, Plot CST No. 1406-A/28 Mindspace, Malad (West), Mumbai - 400090, Maharashtra, India.
2. I shall comply with all Teleperformance policies .
3. I will maintain the highest standard of confidentiality towards Confidential Information by not, directly or indirectly, making known, or permitting such Confidential Information to be disclosed or made known to any person or entity, either inside or outside the Company. I acknowledge that such information is valuable sensitive and a unique asset of the Company and /or of the Company's clients. I shall faithfully and diligently hold such Confidential Information from being disclosed to unauthorized persons, which may include, but are not limited to, employees of the Company that do not need to know the Confidential Information, persons not employed by the Company, persons that are not bound by a written confidentiality agreement with the Company, with regard to the specific Confidential Information, persons not directly aware of the proprietary and trade secret nature of the Confidential Information.
4. All documents, files, records, project plans, software tools as well as methods and techniques of doing business, including patents, trade secrets and other proprietary rights associated therewith, Strategies, Customer details and items of information or equipment relating to Company's business are and shall remain the property of the Company. Including notes, documents, and files created in the performance of my duties of employment. I shall not under any circumstances remove such property from the Company premises without prior written consent. I further agree that all information relating to existing customers and potential customers of the Products, whether recorded in Company's database or otherwise is confidential to the company and that any ownership in respect thereof resides in the company and that it cannot be used by employee for any purpose not specifically referred to in this employment.
5. I understand and acknowledge that as set forth under the Login Provisioning and Deprovisioning Policy (GECSP 11), my employee ID and password used to access Company or its Clients' systems are personal and confidential, are Proprietary Information and shall not be disclosed to anyone. Non-compliance with this Policy may lead to disciplinary sanctions upto and including discontinuation of services, consistent with applicable law.
6. Notwithstanding the separation of my employment with the company for any reason whatsoever I will not communicate or allow to be communicated to any person not legally entitled thereto any information relating to the Confidential Information and affairs of Teleperformance .
7. I will immediately report to the Company, any violation or breach of the commitments made in this declaration, whether the breach or violation is intentional or inadvertent and I agree that:
 - (i) In the event of a breach or threatened breach of the provisions of this declaration, the Company shall be entitled to an injunction restraining from using or disclosing, in whole or in part, such Confidential Information, or from rendering any services, to any person, firm, corporation, association or other entity to whom any such information has been disclosed or is threatened to be disclosed, which injunction shall be available without the posting of any bond or other security and the issuance of which is hereby consented to by Employee,
 - (ii) Any such breach would cause injury to the Company, and

5

*Director
Tula's Institute Dehradun*

8. The rights to any invention, discovery or creation of any system or method related to the Company's operations and arising out of any work done in the course of my employment will automatically vest with the Company. In this connection, the Company may obtain patent rights in its name (or jointly with others) based on the fact of my invention, discovery, improvement or other creative effort. I acknowledge that I will not be liable for any compensation for such invention, discovery, improvement or other creative effort made by me, and that any reward that the Company may, in its sole discretion, bestow on me will not be deemed to confer any rights towards that invention, discovery or improvement in system or method. I further acknowledge that I may be required to execute further documentation in connection with such inventions, discoveries, improvements or other creative efforts and will execute the same without delay.
9. In the event of my leaving services of the Company, for any reason, during the 12-months period from the separation date, I shall NOT directly or indirectly either on my own account or otherwise:

and I shall abide by decision of investigation or enquiry Committee constituted for such purposes.

3. the Company shall be entitled to seek an order for specific performance or injunctive relief or other equitable relief in case I fail to observe or breach any of the restraints herein.

I shall indemnify and keep indemnified the company for any loss, damages or injury suffered by the company for any breach of above conditions or any other clause or term of employment.

I understand and acknowledge that my failure to comply with this declaration and undertaking may lead to disciplinary sanctions which may include discontinuation of services, as well as civil liability and /or criminal prosecution under applicable laws.

Executed this _____ day of _____ 20____

Employee Signature	Accepted On 17 Oct 2023 0076shreya.sahl@gmail.com
Employee Name	Shreya Sahl

6



Annexure III

Personal Data - Declaration

I Shreya Sahl hereby certify that all statements made on the Employment Application Form, my Curriculum Vitae or during my Interviews with the Company are true and complete. I understand that any omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

I further understand that I shall be bound by the existing and new rules, regulations and policies of the Company including those related to Frisking (Pat Down) process wherein, a search would be conducted of outer clothing to detect any unauthorized / prohibited articles.

I confirm that I have voluntarily furnished my personal information to the Company and the Company shall be free to use such information and all other information that I may provide at any time hereinafter. The Company may share such information in connection with my employment and other related matters, as deemed fit and necessary by the Company.

I recognize that in connection with employment with Teleperformance, I may be the subject of a background enquiry and drug test by the company or its representative, and I hereby authorize the same. I also authorize the Company to take action including penal action against me in case any fact is found contrary to what has been stated by me in the application form mentioned herein above.

I do hereby declare that I will immediately report to my Line Manager or HR team in case of "Change to Circumstances", within 48 hours of me becoming aware of such "Change to Circumstances" which may arise due to the following:

- a) I am found guilty of a criminal offence / is under police caution or investigation;
- b) There is a change in my legal right to work / work status; and
- c) There are any adverse credit judgments against me.
- d) Change in personal status like name change / marital status / permanent or current address change etc.

Executed this _____ day of _____ 20____

Temp Emp Code	1720027327
Employee Signature	Accepted On 17 Oct 2023 0076shreya.sahl@gmail.com
Employee Name	Shreya Sahl

[Signature]
Director
Tula's Institute, Dehradun

Date: October 17, 2023

Emp Temp Code: 1720027327

Shreya Sahl

Sanjay Gandhi Nagar Road No 5 Hanuman Nagar Thana Patrakar Nagar
Samastchak Patna - 800001,
Bihar, India

Letter of Appointment

Dear Shreya,

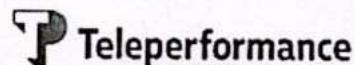
With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be Grade I and you will be designated as Customer Care Executive. You are required to report for duties on October 17, 2023 ("Joining Date") at 9:30 AM or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions :

1. Your remuneration is detailed in the enclosed Annexure I. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a 24x7 basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the Working Hour & Attendance Policy. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place /Company's Office/Site at Mohali, you are liable to be transferred to any department /office anywhere in India /Overseas, or a company/entity formed by the promoters or transferred /assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours /shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the Transfer Policy of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of six months from the date of your joining the Company or for an extended period of time ("Probation Period") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than 30 Days ("Notice Period") prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide 30 Days prior written notice to the Company, and in case you fail to actually serve the aforementioned notice period, your resignation will be deemed to be rejected and you will be treated as "Absent without leave" /"Absconding" and further disciplinary action will also be initiated against you. However, the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without

1



assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rata on the basis of your current Gross Fixed salary (subject to tax).

In case of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust /discipline, your services

*Jyoti Director
Tula's Institute, Dehradun*



Letter of Intent

Dear Simarjyot Kaur,

After the meeting between Unify Healthcare Services and you, we are pleased to issue a letter of intent on the terms set herein:

Terms:

1. You shall clear the certification after the training process (if required) and only after successful completion of the required training, you will be issued an appointment letter.
2. You will be appointed for the position of **Process Associate**.
3. Your expected date of joining is **July 11th, 2023**.
4. Below are your **compensation** details.

Basic	11000.00
HRA	4400.00
Medical Allowance	0.00
Conveyance Allowance	0.00
BONUS	1600.00
Gross Salary	17000.00
Professional Tax	0.00
Take Home Monthly Salary	17000.00
Provident Fund (Employer+ Employee)	2640.00
Total Package Monthly Salary	19640.00

5. The offer is subject to a successful background and reference check.

Jiju
Director
Tula's Institute, Dehradun



You are required to submit the following documents.

For Freshers:

1. Latest 4 passport-size photographs.
2. Photocopy of educational certificates along with originals (original certificates will be returned after verification.)
3. Copy of Pan Card.
4. Copy of Aadhaar Card.

For Experience candidates:

1. All above documents
2. Offer letter, and experience certificate from the last 2 employers.
3. Photocopy of the bank statement & salary slips of the last three months' salary.
4. Relieving letter, resignation acceptance.

Any falsification regarding the personal details, residential address, education, previous experience, salary, etc. would lead to the termination of this agreement and you would not be entitled to any compensation in form of salary or incentives.

[Signature]
Director
Tula's Institute, Dehradun



We welcome you to **Unify Healthcare Services** and hope that we will have a long and happy association.

*Please note that you are joining the organization would be considered an acceptance of the agreement from your side

Thanks

Sukhwinder Kaur
Manager - Human Resources
Unify Healthcare Services



Plot #21, Sahastradhara Rd, Doon IT Park, Dehradun, Uttarakhand-248001

[Handwritten signature]
Director
Tula's Institute, Dehradun



Date: 28th Nov, 2023

Mr. Tenish Dewan,
Dhoolkot, Dehradun,
Uttarakhand - 248197.

Offer of Employment

Dear Mr. Tenish,

With reference to your application for a position in our Company, and your subsequent interviews, we are pleased to offer you the position of "Travel Consultant" in the Traveeasy Department present in our Company. However, your role may change in future as per the needs and exigencies of the Company.

Your head-office will be at Gurugram, however, you are liable to be posted/transferred at any of Company's other offices also at any location in India or abroad, or with any associate unit/entity where the company has any interest, whether in existence at present or to be opened in future. You will make your own arrangements for relocation upon such transfer. At present you will be posted at our **Gurugram** location till further orders.

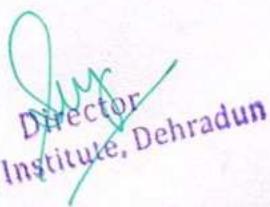
As discussed, this offer is subject to the following terms and conditions:

1. You will receive the Annual Fixed Compensation, on a Cost to Company (CTC) basis, of Rs. **3,60,144/- (Three Lakhs Sixty Thousand One Hundred Forty-Four Only)** per annum. Annexure "A" shows the compensation break up and Annexure "B" shows the Appointment Declaration.
2. This offer is subject to your joining us on or before **30th November 2023**. After that date this offer shall lapse and become void.
 - a. On your joining the Company, you will receive your appointment letter illustrating the terms and conditions of your appointment. You will also be governed by other standard terms and conditions of service of the Company, as well as any amendments therein and any new conditions and instructions etc. as issued by the Company from time to time.
 3. You are requested to bring the original and photocopy of the documents, duly self-signed and dated, as mentioned below along with you on your date of joining:
 - a. Educational Certificates & Marksheets - 10th, 12th, Graduation, Post-Graduation
 - b. Experience & Relieving Certificate, Salary Certificate from Previous Employer
 - c. Aadhar Card and Pan Card
 - d. 4 Passport size photographs

We look forward to you being part of the Brightsun Family and look forward to your long and meaningful association with us. Kindly return the duplicate of this letter in token of your acceptance of the above terms & conditions.

Again, congratulations and welcome to the **Brightsun Travel Pvt. Ltd.** Family. Yours

sincerely,


Signature of Director
Tula's Institute, Dehradun

ANNEXURE'A'

Mr.Tenish Dewan,

Fixed Compensation Details

COMPONENT	PERMONTH	PERANNUUM
Basic	16,400	1,96,800
HRA	8,300	99,600
Conveyance Allowance	800	9,600
Medical Allowance	1,250	15,000
Telephone Allowance	1,250	15,000
Gross Salary (A)	28,000	3,36,000
Less Deduction	-	-
Professional Tax	-	-
Employee PF	1,800	21,600
Employee ESI	-	-
LWF	31	372
Net Pay including tax	26,169	3,14,028
EMPLOYER'SPF	1,950	23,400
LWF	62	744
Employer ESI	-	-
Cost to Company	30,012	3,60,144

- Tax implications arising out of this structure would be borne by you.
- In case you have any queries in understating the CTC Structure, please speak to your HR.

Yours Faithfully,

I confirm & accept the above offer:

Sandeep Arora

Your Name: _____

Director

Signature: _____

BrightsunTravelPvt.Ltd

[Handwritten Signature]
 Director
 Tula's Institute, Dehradun

01 March 2022

TUMTER GADI

Pune

Dear TUMTER GADI,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

a. **Compensation:** Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

Dnyaneshwar
Director
Tula's Institute, Dehradun

probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

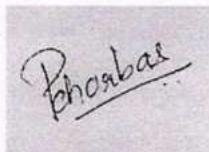
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStart team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **TUMTER GADI**

Signature:.....

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **TUMTER GADI**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

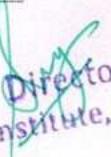
Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

Ulink Agritech Private Limited
 (Formerly known as Ulink Bio Energy Private Limited)
 CIN No. U51900PN2008PTC157070

Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
 Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in


 Director
 Tula's Institute, Dehradun

To Mr. Utkarsh Chaturvedi,

We are glad to announce of your selection for the position of "**Business Development Manager**" We would like to take this special moment to welcome you to HIKE FAMILY (Family of Champions) and looking forward to getting you onboard with us.

Please find below your joining details:

- Date of Joining : 6th January, 2022
- Place of Joining : Gurgaon
- Address : 880, 1st Floor, Udyog Vihar, Phase V
- Contact Person : Arpita Sinha
- Timing : 10AM

Kindly bring with you the below documents at the time of joining:

- All Educational Marksheets / Degrees
- Experience certificate.
- Aadhaar Card
- PAN Card 2 passport size photo graphs
- Cancelled Cheque
- Resignation acceptance letter/Service Certificate from previous employer

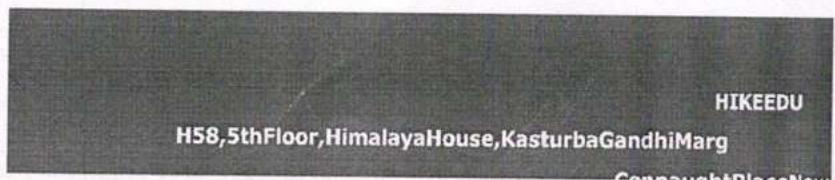
THANK YOU!

HIKE EDUCATION

FOR ANY QUERY THROUGHOUT THE ONBOARDING PROCESS PLEASE CONTACT AT:
ARPITA@HIKEEDU.IN



Director
Tajla's Institute, Dehradun





Date: 28th Nov, 2023

Mr. Deepak Kumar,
Selaqui, Dehradun,
Uttarakhand - 248011.

Offer of Employment

Dear Mr. Deepak Kumar,

With reference to your application for a position in our Company, and your subsequent interviews, we are pleased to offer you the position of "**Travel Consultant**" in the **Traveeasy Department** at present in our Company. However, your role may change in future as per the needs and exigencies of the Company.

Your head-office will be at Gurugram, however, you are liable to be posted/transferred at any of Company's other offices also at any location in India or abroad, or with any associate unit/entity where the company has any interest, whether in existence at present or to be opened in future. You will make your own arrangements for relocation upon such transfer. At present you will be posted at our **Gurugram** location till further orders.

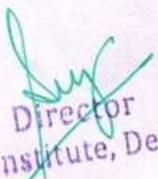
As discussed, this offer is subject to the following terms and conditions:

1. You will receive the Annual Fixed Compensation, on a Cost to Company (CTC) basis, of Rs. **3,60,144/- (Three Lakhs Sixty Thousand One Hundred Forty-Four Only)** per annum. Annexure "A" shows the compensation break up and Annexure "B" shows the Appointment Declaration.
2. This offer is subject to your joining us on or before **30th November 2023**. After that date this offer shall lapse and become void.
 - a. On your joining the Company, you will receive your appointment letter illustrating the terms and conditions of your appointment. You will also be governed by other standard terms and conditions of service of the Company, as well as any amendments therein and any new conditions and instructions etc. as issued by the Company from time to time.
 3. You are requested to bring the original and photocopy of the documents, duly self-signed and dated, as mentioned below along with you on your date of joining:
 - a. Educational Certificates & Marksheets - 10th, 12th, Graduation, Post-Graduation
 - b. Experience & Relieving Certificate, Salary Certificate from Previous Employer
 - c. Aadhar Card and Pan Card
 - d. 4 Passport size photographs

We look forward to you being part of the Brightsun Family and look forward to your long and meaningful association with us. Kindly return the duplicate of this letter in token of your acceptance of the above terms & conditions.

Again, congratulations and welcome to the **Brightsun Travel Pvt. Ltd.** Family. Yours

sincerely,

.....

Director
Tula's Institute, Dehradun

ANNEXURE'A'

Mr. Deepak Kumar,

Fixed Compensation Details

COMPONENT	PERMONTH	PERANNUM
Basic	16,400	1,96,800
HRA	8,300	99,600
Conveyance Allowance	800	9,600
Medical Allowance	1,250	15,000
Telephone Allowance	1,250	15,000
Gross Salary (A)	28,000	3,36,000
Less Deduction	-	-
Professional Tax	-	-
Employee PF	1,800	21,600
Employee ESI	-	-
LWF	31	372
Net Pay including tax	26,169	3,14,028
EMPLOYER'SPF	1,950	23,400
LWF	62	744
Employer ESI	-	-
Cost to Company	30,012	3,60,144

- Tax implications arising out of this structure would be borne by you.
- In case you have any queries in understating the CTC Structure, please speak to your HR.

Yours Faithfully,

I confirm & accept the above offer:

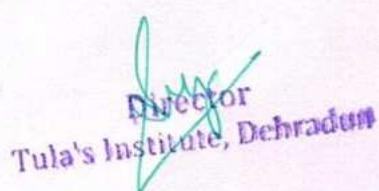
Sandeep Arora

Your Name: _____

Director

Signature: _____

BrightsunTravelPvt.Ltd



 Director

 Tula's Institute, Dehradun



Letter of Intent

Dear John Paul,

After the meeting between Unify Healthcare Services and you, we are pleased to issue a letter of intent on the terms set herein:

Terms:

1. You shall clear the certification after the training process (if required) and only after successful completion of the required training, you will be issued an appointment letter.
2. You will be appointed for the position of **Process Associate**.
3. Your expected date of joining is **July 11th, 2023**.
4. Below are your **compensation** details.

Basic	11000.00
HRA	4400.00
Medical Allowance	0.00
Conveyance Allowance	0.00
BONUS	1600.00
Gross Salary	17000.00
Professional Tax	0.00
Take Home Monthly Salary	17000.00
Provident Fund (Employer+ Employee)	2640.00
Total Package Monthly Salary	19640.00

5. The offer is subject to a successful background and reference check.


Director
Tula's Institute, Dehradun



You are required to submit the following documents.

For Freshers:

1. Latest 4 passport-size photographs.
2. Photocopy of educational certificates along with originals (original certificates will be returned after verification.)
3. Copy of Pan Card.
4. Copy of Aadhaar Card.

For Experience candidates:

1. All above documents
2. Offer letter, and experience certificate from the last 2 employers.
3. Photocopy of the bank statement & salary slips of the last three months' salary.
4. Relieving letter, resignation acceptance.

Any falsification regarding the personal details, residential address, education, previous experience, salary, etc. would lead to the termination of this agreement and you would not be entitled to any compensation in form of salary or incentives.

[Signature]
Director
Tula's Institute Dehradun



We welcome you to **Unify Healthcare Services** and hope that we will have a long and happy association.

*Please note that you are joining the organization would be considered an acceptance of the agreement from your side

Thanks

Sukhwinder Kaur
Manager - Human Resources
Unify Healthcare Services



Plot #21, Sahastradhara Rd, Doon IT Park, Dehradun, Uttarakhand-248001

[Signature]
Director
Tula's Institute, Dehradun

01 March 2022
LINAKALI T KIBAMI
Pune

Dear LINAKALI T KIBAMI,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

Compensation: Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070
Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India
Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

[Signature]
Director
Tula's Institute, Dehradun

Probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

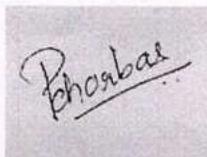
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the Agro Start team and working together on our cause of #helping farmers win
Thanking you,

**Ulink AgriTech Pvt.Ltd.
Agro Star**



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **LINAKALI T KIBAMI**

Signature:.....

Ulink Agritech Private Limited
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CIN No. U51900PN2008PTC157070

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[Signature]
Director
Tula's Institute Dehradun

Annexure I
Compensation & Benefits

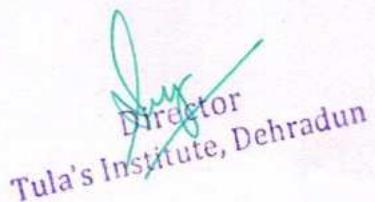
Employee Name: **LINAKALI T KIBAMI**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax* regulations and / or other relevant laws applicable from time to time.
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
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Director
Tula's Institute, Dehradun

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Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

01 March 2022

MANISH

Pune

Dear MANISH,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

. **Compensation:** Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
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Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

Tula's Institute Dehradun
Director

Annexure I
Compensation & Benefits

Employee Name: **MANISH**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
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Statutory Bonus	15000
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Director
Tula's Institute, Dehradun

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01 March 2022

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Pune

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c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.

- i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
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Director
AgroStar Institute, Dehradun

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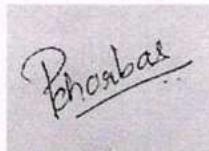
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Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **MANISH**

Signature:.....

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Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **MANISH**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
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 Director
 Tula's Institute, Dehradun

01 March 2022
MANMOHAN YADAV
Pune

Dear MANMOHAN YADAV,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

Compensation: Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

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JMC
Director
Ulink's Institute, Dehradun

probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

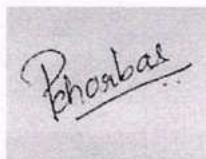
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We look forward to you joining the AgroStart team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **MANMOHAN YADAV**

Signature:.....

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Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **MANMOHAN YADAV**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
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Take home Appx	17192

Note:

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Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


 Director
 Tula's Institute, Dehradun



Date: 28th Nov, 2023

Mr. Neeraj Kumar Sah,
Selaqui, Dehradun,
Uttarakhand - 248011.

Offer of Employment

Dear Mr. Neeraj Kumar Sah,

With reference to your application for a position in our Company, and your subsequent interviews, we are pleased to offer you the position of "Travel Consultant" in the Travel Department at present in our Company. However, your role may change in future as per the needs and exigencies of the Company.

Your head-office will be at Gurugram, however, you are liable to be posted/transferred at any of Company's other offices also at any location in India or abroad, or with any associate unit/entity where the company has any interest, whether in existence at present or to be opened in future. You will make your own arrangements for relocation upon such transfer. At present you will be posted at our **Gurugram** location till further orders.

As discussed, this offer is subject to the following terms and conditions:

1. You will receive the Annual Fixed Compensation, on a Cost to Company (CTC) basis, of Rs. **3,60,144/- (Three Lakhs Sixty Thousand One Hundred Forty-Four Only)** per annum. Annexure "A" shows the compensation break up and Annexure "B" shows the Appointment Declaration.
2. This offer is subject to your joining us on or before **30th November 2023**. After that date this offer shall lapse and become void.
 - a. On your joining the Company, you will receive your appointment letter illustrating the terms and conditions of your appointment. You will also be governed by other standard terms and conditions of service of the Company, as well as any amendments therein and any new conditions and instructions etc. as issued by the Company from time to time.
3. You are requested to bring the original and photocopy of the documents, duly self-signed and dated, as mentioned below along with you on your date of joining:
 - a. Educational Certificates & Marksheets - 10th, 12th, Graduation, Post-Graduation
 - b. Experience & Relieving Certificate, Salary Certificate from Previous Employer
 - c. Aadhar Card and Pan Card
 - d. 4 Passport size photographs

We look forward to you being part of the Brightsun Family and look forward to your long and meaningful association with us. Kindly return the duplicate of this letter in token of your acceptance of the above terms & conditions.

Again, congratulations and welcome to the **Brightsun Travel Pvt. Ltd.** Family. Yours

sincerely,

[Signature]
Director
Tula's Institute, Dehradun

ANNEXURE'A'

Mr.Neeraj Kumar Sah,

Fixed Compensation Details

COMPONENT	PERMONTH	PERANNUM
Basic	16,400	1,96,800
HRA	8,300	99,600
Conveyance Allowance	800	9,600
Medical Allowance	1,250	15,000
Telephone Allowance	1,250	15,000
Gross Salary (A)	28,000	3,36,000
Less Deduction	-	-
Professional Tax	-	-
Employee PF	1,800	21,600
Employee ESI	-	-
LWF	31	372
Net Pay including tax	26,169	3,14,028
EMPLOYER'SPF	1,950	23,400
LWF	62	744
Employer ESI	-	-
Cost to Company	30,012	3,60,144

- Tax implications arising out of this structure would be borne by you.
- In case you have any queries in understating the CTC Structure, please speak to your HR.

Yours Faithfully,

I confirm & accept the above offer:

Sandeep Arora

Your Name: _____

Director

Signature: _____

BrightsunTravelPvt.Ltd

[Signature]
 Director
 Tula's Institute, Dehradun

01 March 2022

RITESH KUMAR

Pune

Dear RITESH KUMAR,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

Compensation: Your total CTC will be Rs 287000/- per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

- i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
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 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
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Sanjay
Director
Tula's Institute, Dehradun

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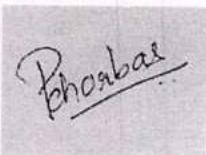
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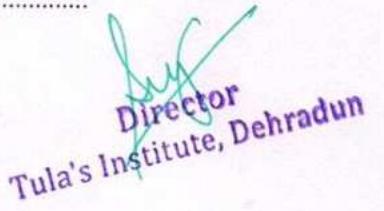
Priyanjali Kharbas

Vice President-People Practices

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Name: RITESH KUMAR

Signature:.....



Director
Tula's Institute, Dehradun

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Annexure I
Compensation & Benefits

Employee Name: **RITESH KUMAR**

Designation: **Agri Advisor**

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Tula's Institute, Dehradun
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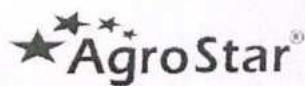
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01 March 2022
SATENDRA KUMAR
Pune

Dear SATENDRA KUMAR,

Subject: Offer Letter

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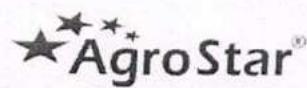
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- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

Ulink Agritech Private Limited
(Formerly known as Ulink Bio Energy Private Limited)
CIN No. U51900PN2008PTC157070
Regd. Office: Office No. 106 (B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to nOrbit Mall, Pune,
Maharashtra - 411 014 India
Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in

*Sug
Director
Tula's Institute, Dehradun*



Annexure I Compensation & Benefits

Employee Name: **SATENDRA Kumar**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
Employer's ESIC Contribution	7542
Total Fixed salary	263000
Performance Linked bonus(PLB)	24000
Total cost to Company(CTC)	287000
Take home Appx	17192

Note:

- The above compensation package will be subject to *Professional Tax, Labour Welfare Fund, Income Tax regulations and / or other relevant laws applicable from time to time.*
- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.

Jyoti
Tula's Institute, Dehradun
Director

Ulink Agritech Private Limited
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Regd. Office: Office No. 106(B&C), 6th floor, E-Space IT Park, A1 Building, 46/1 Nagar Road, Next to Inorbit Mall, Pune,
Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

01 March 2022
SAGPAM NIKASH
Pune

Dear SAGPAM NIKASH,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "Agri Advisor" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

- a. **Compensation:** Your total CTC will be Rs 287000/-per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).
 - i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.
- b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.
- c. **Time Off:** You will be eligible for vacation as per the Company's leave policy.
 - i) Leave: You will be eligible to avail a maximum of 30 leaves during the calendar year.
 - ii) Employees joining in the middle of the year shall be eligible for leaves on a pro rata basis.
- d. **Probation & Termination:**
 - a) You will be on probation for a period of 3 (three) months from the date of your joining. Your employment will be confirmed upon your satisfactory performance and successful professional reference checks along with verification of your education and employment history. During the

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Maharashtra - 411 014 India

Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun

probationary period, you may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof; the Company may terminate your services by giving 15 (Fifteen) days of notice or salary in lieu thereof.

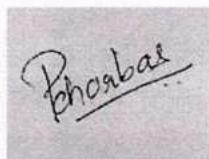
- b) On confirmation of the services, your employment can be terminated by the Company, without any reason, by giving you not less than 1 (one) month prior notice in writing or salary in lieu thereof. However, the Company, at its sole discretion, may waive the whole or part of the notice period and the salary in lieu thereof in the event you terminate your employment.
- c) You may terminate your employment with the Company, without any cause, by giving no less than 1(one) months' prior notice or salary in lieu thereof.

The above terms are subject to your joining us on or before **05th March 2022** provided you complete pre-on boarding formalities and completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStar team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

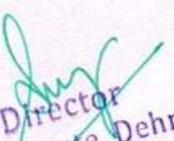
Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **SAGAPAM NIKASH**

Signature:.....

Ulink Agritech Private Limited
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CIN No. U51900PN2008PTC157070
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Phone: 020 4150 4211/55. Email: info@agrostar.in Website: www.agrostar.in


Director
Tula's Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **SAGAPAM NIKASH**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
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- Compensation figures are confidential in nature and should not be disclosed to anyone, except for statutory reasons.
- Professional Tax will be deducted if applicable.
- PLB will be paid monthly/quarterly/annually based on individual and company's performance.



 Director
 Tula's Institute Dehradun

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 Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in

01 March 2022

SAJID ALAM

Pune

Dear SAJID ALAM,

Subject: Offer Letter

With reference to meetings and discussion we had with you, we are very pleased to offer you the position of "**Agri Advisor**" in our Organization based at Pune, Maharashtra. You will be a part of a growing and passionate team working on building India's largest and most significant Agri-Tech company.

The offer made is subject to the following terms and conditions:

a. **Compensation:** Your total CTC will be Rs 287000/- per annum (Two lakh eighty seven thousand). This includes a 24000/- (Twenty four thousand) of Performance Linked Bonus (PLB).

i) PLB will be paid out on a monthly/quarterly/annually basis individual and company performance and is subject to you being an active full time employee and not serving notice period at the time of pay-out.

b. **Place/Transfer:** Your place of work will be at Pune, Maharashtra. Your services may be transferable and you can be seconded or deputed by the Company to any of its' operations/projects/subsidiaries /affiliates or any other establishment in India at the sole discretion of the Management.

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Tula's Institute, Dehradun
Director

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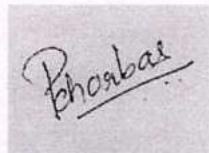
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You shall receive your appointment letter on your joining with detailed terms and conditions as per the guidelines of Agro Star.

We look forward to you joining the AgroStar team and working together on our cause of #helping farmers win
Thanking you,

Ulink AgriTech Pvt.Ltd.
Agro Star



Priyanjali Kharbas

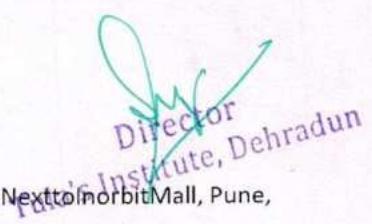
Vice President-People Practices

I have carefully read and understood the terms and conditions of my offer letter outlined here in above. I agree to abide by the same and affix my signature here to signify my acceptance.

Name: **SAJID ALAM**

Signature:.....

Ulink Agritech Private Limited
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CIN No. U51900PN2008PTC157070
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Director
Agrostar Institute, Dehradun

Annexure I
Compensation & Benefits

Employee Name: **SAJID ALAM**

Designation: **Agri Advisor**

Salary Head	Amount(Annual)(Rs.)
Basic	180000
HRA	9000
Statutory Bonus	15000
Special Allowances	28058
Total Gross Salary	263000
Employer's Contribution to PF	23400
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Total cost to Company(CTC)	287000
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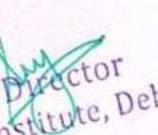
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 Maharashtra - 411 014 India

Phone: 02041504211/55. Email: info@agrostar.in Website: www.agrostar.in


 Director
 Tula's Institute, Dehradun



30 December, 2022

Offer Letter of Mr. Linakali –HWT1022T

Dear Linakli,

Congratulations up on your selection and choosing Arupal Super Docs Tech LLP, as your career choice.

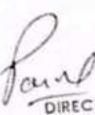
Welcome to the Arupal Super Docs Tech family. We are pleased to offer you the position of **Customer Success Executive** with us. The following are the abstract terms and conditions of the offer:-

- You will start as **Customer Success Executive** with effect from **30 December 2022**. You will be reporting to Parul Pandey, Chief Operations Officer.
- Your all inclusive Fixed Annual Compensation will be Rs. 1,80,000/- (One lakh eighty thousand rupees only), inclusive of all the benefits and taxes, plus an yearly performance based bonus (calculated 50% on your performance and 50% on company goals achievements) on the management's discretion.
- By signing this agreement you are agreeing to enter into a binding contract guaranteeing six months of employment. Confirmation of this appointment is subject to completion of three months of probation period. After your probation, your candidature will be reviewed basis your performance, effort levels, work ethics, regularity and attendance.

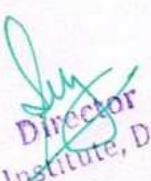
The duly signed appointment letter will be emailed to you on the first day of your joining at Arupal Super Docs Tech LLP only upon submitting your valid testimonials and related joining formalities. You shall be governed by the terms and conditions of service during your employment with Arupal Super Docs Tech LLP as per existing HR policies and those that may be amended from time to time. You may also be assigned and/or deputed to any other department for fulfilling the company's business needs. This could include operations, marketing, sales etc.

We would look forward to your joining us for an exciting journey ahead.

Yours sincerely,


Parul
DIRECTOR
ARUPAL SUPERDOCS TECHNOLOGY LLP

Parul Pandey
Chief Operations Officer, Arupal Super Docs Tech


Director
Tula's Institute, Dehradun

Sales Officer (Agri Business)

The Nawal Organization

Dear Dhananjay Kumar,

Your Job Application is Shortlisted for interview.

Please contact for Interview: Sales Officer (Agri Business), (Before call send the sharing your CV, Name, Location with Job post on Whatsapp and after coordinate with officer for interview fixed)

Mr. Pradeep Kumar Sir, Mobile/Whatsapp: +91-8251089910 Email: Pradeep@thenawal.org

Date: 29/30 May, 2024

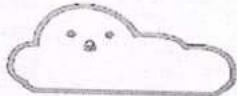
Timing: After 2:00 PM

Location: Remote Google Meet/ Telephone

Thanks,

Sandhya Rathore, Resource Division, NSG

Director
Tula's Institute, Dehradun



**MWIDM India
Private Limited**

Letter of Intent

Dated: Nov-1-2022

To,
Kumari
Shreya,

Dehradun

Dear Kumari Shreya,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **01-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **01-Nov-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

1. Copy of Birth/School Passing Certificate (Class 10th)
2. Copy of Class 12th or 10+2 Passing Certificate
3. Copy of Graduation/Post Graduation Degree/Certificates
4. Cancelled Cheque (if applicable)
5. Five recent passport size photographs (Self)
6. ID Proof (Mandatory - PAN Card, Optional - Driving License)
7. Address Proof (Mandatory - Aadhar Card, Optional - Voter ID Card, Passport)

During the internship duration of 3 months, your stipend will be **INR 14000 (Rupees Fourteen Thousand Only) Per Month.**

For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah

HR Manager

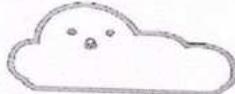
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Sanjay
Director
Tula's Institute, Dehradun

MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com



**MWIDM India
Private Limited**

Letter of Intent

Dated: Nov-1-2022

To,
Ayush
Tripathi,

Dehradun

Dear Ayush Tripathi,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **01-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

You are requested to join us on **01-Nov-2022**. Any changes in the date of joining need to be pre-informed and approved. You are also requested to produce the following documents (Xerox & Original) at the time of joining:

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For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

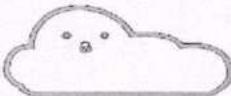
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[Signature]
Director
Tula's Institute, Dehradun

MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +91 302-298-0101 | Website: www.mwidm.com



**MWIDM India
Private Limited**

Letter of Intent

Dated: Nov-1-2022

To,
ANCY STELON
ALBERT,

Dehradun

Dear ANCY STELON ALBERT,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **01-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

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For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

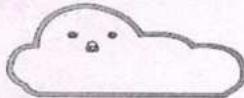
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[Handwritten signature]
Director
Tula's Institute, Dehradun

MWIDM India Private Limited

Mohali Office: ATRIUM, C-212, 3rd Floor, Phase 8B, Industrial Area, Mohali (160055), PB

Mobile: 8558073735 | Email: hr.chd@mwidm.com | Contact Us: +1 302-298-0101 | Website: www.mwidm.com



**MWIDM India
Private Limited**

Letter of Intent

Dated: Nov-1-2022

To,
RAJSHREE RAJ KHUSHI
Begum,

Dehradun

Dear RAJSHREE RAJ KHUSHI,

With reference to your application and subsequent interviews you had with us, we are pleased to extend you the offer of "**Intern – US Recruitment**" with our organization. Your date of joining will be **01-Nov-2022**. Your place of posting would be at **Dehradun**. The duration of the Internship would be 3 months. Based upon the evaluation the remuneration will be reviewed.

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For MWIDM India Pvt. Ltd.

Accepted

Rineet Bhamrah

Rineet Bhamrah
HR Manager

Suy
Director
Tula's Institute, Dehradun

Fwd: Campus Hiring 2022-2023: PVH Arvind Fashion
7 messages

crd1 Tulas <crd1@tulas.edu.in>
To: Silky Jain <silkyjain@tulas.edu.in>, Tulas Placement <placement@tulas.edu.in>, barjindersuri@gmail.com

Tue, Nov 8, 2022 at 4:41 PM

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

From: Simerdeep Kaur <simerdeep.kaur@th-india.com>
Date: Tue, Nov 8, 2022, 14:41
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion
To: crd1 Tulas <crd1@tulas.edu.in>

Dear Ekta,

Tulas Institute, Dehradun

Greetings from PVH Arvind Fashion Pvt. Ltd.,

Below are the details of the selected students. They can reach out to Mr. Bharat Rishi (+91 9958026978)/ Simerdeep Kaur (+91 8146333095) for any further query.

Kindly ensure the students have their Adhaar & Pan Card ready (carrying the same name in both the documents).
The candidate must also have an individual bank account on their names.

Sr. No.	Zone	Name of the Candidate	Gender	Mob. No.	Course	Expected DOJ	Designation	Salary (In Hand)	Store Location	Store Name
1	North	Aishwarya Singh	Female	7451983900	BJMC	15 November 2022	CRO	23k	Gurgaon	CK Ambience Gurgaon
2	North	Khushi Mishra	Female	7505902332	BBA	15 November 2022	CRO	23k	Gurgaon	THK Ambience Gurgaon
3	North	Priyanka Mahanta	Female	6003431015	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
4	North	Sweta Singh	Female	6002034344	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
5	North	Vishal Singh	Male	9720302050	BBA	15 November 2022	CRO	23k	Delhi	CK Select city walk

Requesting you to kindly block their placements with us and help us ensure their on-time joining.

Regards

Simerdeep Kaur

From: Simerdeep Kaur [mailto:simerdeep.kaur@th-india.com]
Sent: 31 October 2022 13:48
To: 'crd1 Tulas' <crd1@tulas.edu.in>
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion

Dear Ekta,

Director
Tula's Institute, Dehradun

Fwd: Campus Hiring 2022-2023: PVH Arvind Fashion
7 messages

crd1 Tulas <crd1@tulas.edu.in>
To: Silky Jain <silkyjain@tulas.edu.in>, Tulas Placement <placement@tulas.edu.in>, barjindersuri@gmail.com

Tue, Nov 8, 2022 at 4:41 PM

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

From: Simerdeep Kaur <simerdeep.kaur@th-india.com>
Date: Tue, Nov 8, 2022, 14:41
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion
To: crd1 Tulas <crd1@tulas.edu.in>

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Greetings from PVH Arvind Fashion Pvt. Ltd.,

Below are the details of the selected students. They can reach out to Mr. Bharat Rishi (+91 9958026978)/ Simerdeep Kaur (+91 8146333095) for any further query.
Kindly ensure the students have their Adhaar & Pan Card ready (carrying the same name in both the documents).
The candidate must also have an individual bank account on their names.

Sr. No.	Zone	Name of the Candidate	Gender	Mob. No.	Course	Expected DOJ	Designation	Salary (In Hand)	Store Location	Store Name
1	North	Aishwarya Singh	Female	7451983900	BJMC	15 November 2022	CRO	23k	Gurgaon	CK Ambience Gurgaon
2	North	Khushi Mishra	Female	7505902332	BBA	15 November 2022	CRO	23k	Gurgaon	THK Ambience Gurgaon
3	North	Priyanka Mahanta	Female	6003431015	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
4	North	Sweta Singh	Female	6002034344	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
5	North	Vishal Singh	Male	9720302050	BBA	15 November 2022	CRO	23k	Delhi	CK Select city walk

Requesting you to kindly block their placements with us and help us ensure their on-time joining.

Regards

Simerdeep Kaur

Simerdeep Kaur
Director
Tula's Institute, Dehradun

From: Simerdeep Kaur [mailto:simerdeep.kaur@th-india.com]
Sent: 31 October 2022 13:48
To: 'crd1 Tulas' <crd1@tulas.edu.in>
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion

Dear Ekta,

Hike Education

Empowering Professionals

Selection Letter

Dear Chhaya,

We're jubilant to inform you that you've been selected in **HIKE EDUCATION PRIVATE LIMITED**

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Executive** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at hr@hikeedu.in or onboarding@hikeedu.in for any queries / suggestions or feedback.

NOTE: Your **Date of Joining** will depend upon your liberation from the university / college.

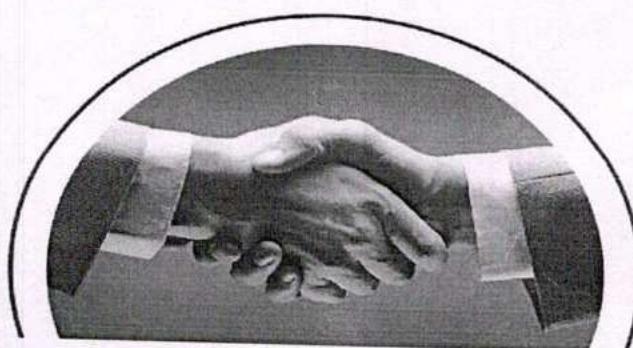
Thanks & Regards,

Human Resource Department

Hike Education Private Limited

~~Director
Tula's Institute, Dehradun~~

info@hikeedu.in
www.hikeeducation.com



Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016

Hike Education

Empowering Professionals

Annexure

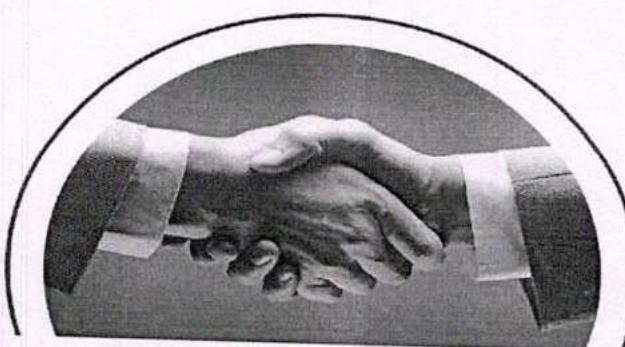
Chhaya Chaudhary

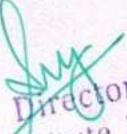
PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	546000	582000
BASIC	11000	12500
HRA	5500	6250
MEDICAL ALLOWANCE	1650	1875
TRANSPORT ALLOWANCE	1100	1250
SPECIAL ALLOWANCE	2750	3125
NET HOME INTAKE	22000	25000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	15000	15000
MISCELLANEOUS INDUCEMENT (Payable on the basis of percentage achievement of monthly targets- min. 125%)	3000	3000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	45500	48500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited




Director
Tula's Institute, Dehradun

Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016

Hike Education

Empowering Professionals

Selection Letter

Dear Divyanshu,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED**.

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

Feel free to reach out to us either at hr@hikeedu.in or onboarding@hikeedu.in for any queries / suggestions or feedback.

NOTE: Your **Date of Joining** will depend upon your liberation from the university / college.

Thanks & Regards,

Human Resource Department

Hike Education Private Limited




Director
Tula's Institute, Dehradun

info@hikeedu.in
www.hikeeducation.com

Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016

Hike Education

Empowering Professionals

Annexure

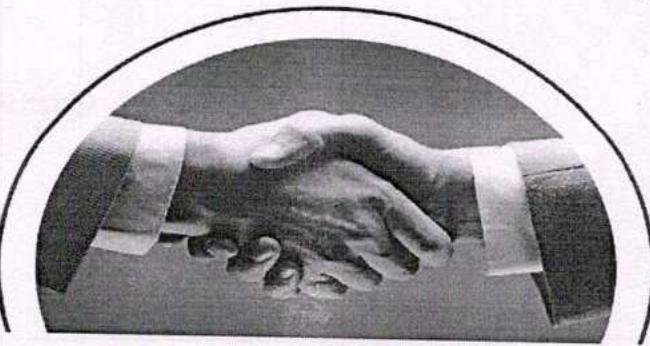
Divyanshu Kumar

PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	582000	642000
BASIC	12500	15000
HRA	6250	7500
MEDICAL ALLOWANCE	1875	2250
TRANSPORT ALLOWANCE	1250	1500
SPECIAL ALLOWANCE	3125	3750
NET HOME INTAKE	25000	30000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	15000	15000
MISCELLANEOUS INDUCEMENT (Payable on the basis of percentage achievement of monthly targets- min. 125%)	3000	3000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	48500	53500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited



Director
Tula's Institute, Dehradun

Hike Education

Empowering Professionals

Selection Letter

Dear Ishir,

We're jubilant to inform you that you've been selected at **HIKE EDUCATION PRIVATE LIMITED.**

Thank you for appearing in the campus placement drive held at your institute/university. We have completed all of our interviews.

We're delighted to inform you that we would like to **offer** you the **Business Development Manager** position. We believe and feel confident that your strong skills will contribute to the growth of our organization.

Your starting **salary annexure** is attached with this letter. Kindly be assured that the other details like **Date Of Joining & Location** will be shared with you in the **Letter Of Intent**.

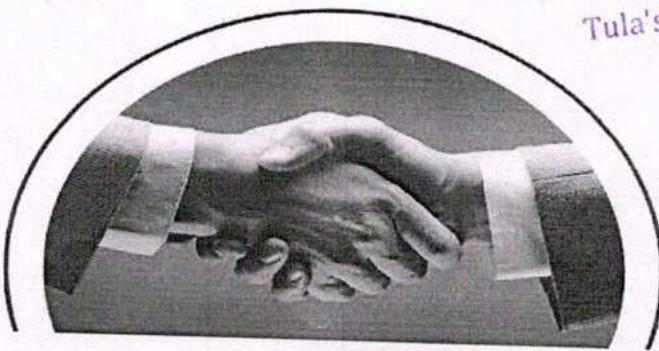
Feel free to reach out to us either at hr@hikeedu.in or onboarding@hikeedu.in for any queries / suggestions or feedback.

NOTE: Your **Date of Joining** will depend upon your liberation from the **university / college**.

Thanks & Regards,

Human Resource Department

Hike Education Private Limited

A circular icon containing a black and white photograph of two hands shaking. The hands belong to men wearing suits and ties.
Jyoti
Director
Tula's Institute, Dehradun

info@hikeedu.in
www.hikeeducation.com

Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016

Hike Education

Empowering Professionals

Annexure

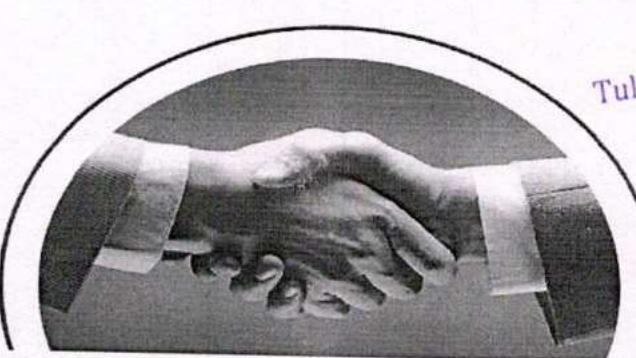
Ishir Pratap Singh

PARTICULARS	PROBATIONER	CONFIRMED
CTC (Annual)	582000	642000
BASIC	12500	15000
HRA	6250	7500
MEDICAL ALLOWANCE	1875	2250
TRANSPORT ALLOWANCE	1250	1500
SPECIAL ALLOWANCE	3125	3750
NET HOME INTAKE	25000	30000
DAILY TRAVEL REIMBURSEMENT (Rs.150/- per day * 30)	4500	4500
PERFORMANCE LINKED INCENTIVES (Payable on the basis of achievement of monthly targets)	15000	15000
MISCELLANEOUS INDUCEMENT (Payable on the basis of percentage achievement of monthly targets- min. 125%)	3000	3000
PUNCTUALITY BONUS (Payable on the basis of 100% attendance)	1000	1000
GROSS (Monthly)	48500	53500

Thanks & Regards,

Human Resource Department

Hike Education Private Limited



Lalit
Director
Tula's Institute, Dehradun

info@hikeedu.in
www.hikeeducation.com

Plot No. 880, 1st floor
Udyog Vihar Phase 5,
Gurugram- 122016



To,
Ms. Priyanka Rawat,

1st November, 2022

Offer Letter

Dear Priyanka,

We are pleased to offer you a position as "*Sourcing Specialist - Intern*" in **Elite Corporate Solutions Private Limited**. You will be requested to join us on 1st November 2022. This will be work from home position and you will be required to report to your SPOC Abhinav Srivastav.

You will be entitled to Fixed + Variable stipend as mentioned in Annexure - II. You will be on probation for a period of Two (2) Months from the date of joining as mentioned herein and appraisal for you will be done after achievement of targets s mentioned in Annex - III. Your notice period is 15 days and post confirmation it will increase to 1 month.

You must acknowledge that any oral or written information shared or access gained about Company's confidential proprietary information including client details / information, and Work mythology of operating shall remain confidential at all times. In case of breach of Confidentiality agreement immediate termination can be done by the company.

You are requested to sign a copy or send email acknowledgement of this letter as a token of your acceptance.

Best Regards



Rajiv Arora
CEO
Elite Corporate Solutions Private Limited


Director
Tula's Institute, Dehradun

ELITE CORPORATE SOLUTIONS PRIVATE LIMITED, CIN U74140DL2010PTC199269 ,

Registered office : A-83, Okhla Phase – II, New Delhi -110020

Email ID – info@elitecorporatesolutions.com, Contact: +91 9870364340, 9871916980

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this **9th day of January, 2023**.

BY AND BETWEEN

Any Tech Ventures, a private limited company incorporated under the Companies Act, 1956, having its registered office at **701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Aanchal Panwar student of Tulas Institute Dehradun Uttrakhand India (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:



Director
Tula's Institute, Dehradun

1. Interpretation

In this agreement the following terms shall have the following meanings:

a.) "Confidential Information"	any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular database, audio & video content;
b.) "The Employment"	the employment of the Employee by the Company in accordance with the terms of this agreement;
c) "Group Company"	the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;
d) "Subsidiary"	a company as defined in section 1159 of the Companies Act 2006 of IPC;

e) "Termination Date"	the date on which the Employment ceases.
-----------------------	--

2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Client Services Executive- Metaverse** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

3. Term and Probation Period

- a. It is understood and agreed that the first 180 days of employment shall constitute a probationary period ("Probationary Period") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.

4. Performance of Duties

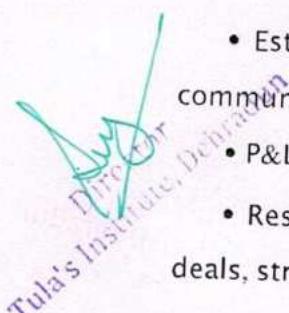
- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of


Director
Tula's Institute, Dehradun

the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavour, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

b. The Employee shall be responsible for:

- Play an active role on the Any Tech Ventures leadership team and shape the Global strategy.
- Deliver strong business growth to accelerate the Global business meaningfully by actively doing sales prospecting, performance marketing , account based marketing and end to end sales.
- Lead relationship with customers and drive joint business plans with them.
- Enable the tech transformation of top businesses by leveraging technology.
- Shape the next leap in storytelling by bringing in data and tech to the core creative process.
- Engage effectively with regional and global teams to build sponsorship.
- Lead and mentor team, enable the right culture around diversity and inclusion and lead by example.
- Achieve revenue and growth plans as per mutually agreed targets and go to market approach.
- Establish relationships and presence within the Global Tech/SaaS community.
- P&L responsibility for assigned campaigns and business unit.
- Responsible for developing key C-Suite relationships where major deals, strategic business interventions, and transformation are enabled.
- Deal with ambiguity, solve complex problems and scale effectively across a large organisation and highly distributed team.



5. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive salary of calendar month on consecutive 10th calendar day, payable in monthly instalments, as per the convenience of the Employer, an amount of INR 25,000 per month during probation period and INR 25,000 per month post probation, subject to such increases from time to time, as determined by the Employer. Employee is also eligible for a annual performance bonus of INR 2,50,000 evaluated on quarterly performances. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

6. Obligations of the Employee

- a. Upon execution of agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

[Signature]
Director
AIA Institute, Dehradun

- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.
- e. The Employee shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.
- f. The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

7. Leave Policy

- a. The Employee is entitled to six (6) days of paid casual leaves in a year and six (6) days of sick leave post probation period. In addition, the Employee will be entitled to twelve (12) public holidays mentioned under the Leave Policy of the Employer.
- b. The Employee may not carry forward or encash any holiday to the next holiday year.
- c. In the event that the Employee is absent from work due to sickness or injury, she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to her recovery and as far as practicable will inform the designated person of the Employer of her expected date of return to work.
- d. If the Employee is absent from work due to sickness or injury for more than three consecutive days she must submit to the Employer a self-certification form. If such absence lasts for more than seven consecutive days the Employee must obtain a medical certificate from her doctor and submit it to the employer.

- e. For any period of absence due to sickness or injury the Employee will be paid statutory sick pay only, provided that he satisfies the relevant requirements. The Employee's qualifying days for statutory sick pay purposes are Monday to Friday.

8. Assignment

- a. The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Competing Businesses

During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, the Employee agrees not to engage in anyemployment, consulting, or other activity involving sales & marketing that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

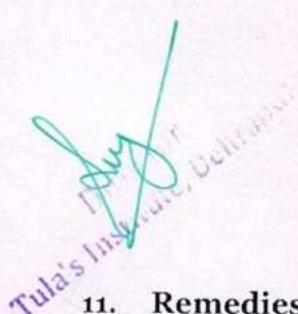
10. Confidentiality

- a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present

[Signature]
Director
Tula's Institute, Dehradun

and contemplated financial status and activities of the Employer the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.

- b. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- c. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- d. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property, video, photographic and content copyright created. Any source code, software or other intellectual property developed, including but not limited to website design, video graphics, images or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.



11. Remedies

If at any time the Employee violates to a material extent any of the covenants or agreements set forth in paragraphs 6 and 9, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The

Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 6 or 9 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph 6 or 9 or to any other appropriate equitable remedy without any bond or other security being required.

12. Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to ten (10) day(s).
- b. The Employee may terminate his employment at any time by providing the Employer with at least one (1) month(s) advance notice of his intention to resign.
- c. The Employee may terminate on the last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.
- d. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other wilful and material breach of this Agreement.

13. Restrictive Covenant

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of

any third person or organisation, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

14. Notices

- a. Any notice required to be given hereunder shall be deemed to have been properly given if delivered personally or sent by pre-paid registered mail as follows:
 - To the Employee: abhishek@anytechtrial.com
 - To the Employer: Any Tech Ventures Pvt. Ltd. - 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002
- b. And if sent by registered mail shall be deemed to have been received on the 4th business day of uninterrupted postal service following the date of mailing. Either party may change its address for notice at any time, by giving notice in writing to the other party pursuant to the provisions of this agreement.

15. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

16. Successors

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

17. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defence or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/ her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

17. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

18. Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remaining paragraphs of this agreement.

19. Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

20. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India, IPC. Each party hereby irrevocably submits to the exclusive jurisdiction of the

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

Tula's Institute
Director
Tula's Institute, Dehradun

courts of Ghaziabad, Uttar Pradesh - India, for the adjudication of any dispute hereunder or in connection herewith.

21. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(Employee)

Any Tech Ventures Private Limited

Name: **Aanchal Panwar**

Represented By: Abhishek Tyagi

Aadhar/Passport:

Designation: Director

PAN:

Date:



Abhishek Tyagi
Director
Tula's Institute, Dehradoon

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this **9th day of January, 2023**.

BY AND BETWEEN

Any Tech Ventures, a private limited company incorporated under the Companies Act, 1956, having its registered office at **701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Pema Wangmo student of Tulas Institute Dehradun Uttrakhand India (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

*Director
Tula's Institute, Dehradun*

1. Interpretation

In this agreement the following terms shall have the following meanings:

a.) “Confidential Information”	any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular database, audio & video content;
b.) “The Employment”	the employment of the Employee by the Company in accordance with the terms of this agreement;
c)“Group Company”	the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;
d)“Subsidiary”	a company as defined in section 1159 of the Companies Act 2006 of IPC;

e) "Termination Date"	the date on which the Employment ceases.
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2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Client Services Executive- Metaverse** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

3. Term and Probation Period

- a. It is understood and agreed that the first 180 days of employment shall constitute a probationary period ("Probationary Period") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.

4. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of

Director
A's Institute Dehradun

the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavour, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

b. The Employee shall be responsible for:

- Play an active role on the Any Tech Ventures leadership team and shape the Global strategy.
- Deliver strong business growth to accelerate the Global business meaningfully by actively doing sales prospecting, performance marketing , account based marketing and end to end sales.
- Lead relationship with customers and drive joint business plans with them.
- Enable the tech transformation of top businesses by leveraging technology.
- Shape the next leap in storytelling by bringing in data and tech to the core creative process.
- Engage effectively with regional and global teams to build sponsorship.
- Lead and mentor team, enable the right culture around diversity and inclusion and lead by example.
- Achieve revenue and growth plans as per mutually agreed targets and go to market approach.
- Establish relationships and presence within the Global Tech/SaaS community.
- P&L responsibility for assigned campaigns and business unit.
- Responsible for developing key C-Suite relationships where major deals, strategic business interventions, and transformation are enabled.
- Deal with ambiguity, solve complex problems and scale effectively across a large organisation and highly distributed team.

5. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive salary of calendar month on consecutive 10th calendar day, payable in monthly instalments, as per the convenience of the Employer, an amount of INR 25,000 per month during probation period and INR 25,000 per month post probation, subject to such increases from time to time, as determined by the Employer. Employee is also eligible for a annual performance bonus of INR 2,50,000 evaluated on quarterly performances. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

6. Obligations of the Employee

- a. Upon execution of agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
 - b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
 - c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.
- Director
Tula's Institute, Dehradun*

- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.
- e. The Employee shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.
- f. The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

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- a. The Employee is entitled to six (6) days of paid casual leaves in a year and six (6) days of sick leave post probation period. In addition, the Employee will be entitled to twelve (12) public holidays mentioned under the Leave Policy of the Employer.
- b. The Employee may not carry forward or encash any holiday to the next holiday year.
- c. In the event that the Employee is absent from work due to sickness or injury, she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to her recovery and as far as practicable will inform the designated person of the Employer of her expected date of return to work.

If the Employee is absent from work due to sickness or injury for more than three consecutive days she must submit to the Employer a self-certification form. If such absence lasts for more than seven consecutive days the Employee must obtain a medical certificate from her doctor and submit it to the employer.

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Dipika Dehradun

- e. For any period of absence due to sickness or injury the Employee will be paid statutory sick pay only, provided that he satisfies the relevant requirements. The Employee's qualifying days for statutory sick pay purposes are Monday to Friday.

8. Assignment

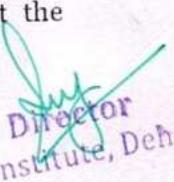
- a. The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Competing Businesses

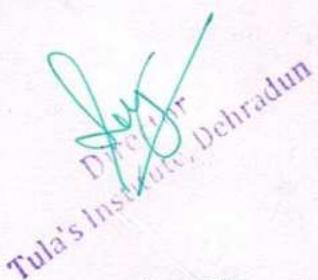
During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity involving sales & marketing that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

10. Confidentiality

- a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present


Director
Tula's Institute, Dehradun

- and contemplated financial status and activities of the Employer the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.
- b. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- c. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- d. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property, video, photographic and content copyright created. Any source code, software or other intellectual property developed, including but not limited to website design, video graphics, images or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.



Tula's Institute, Dehradun

11. Remedies

If at any time the Employee violates to a material extent any of the covenants or agreements set forth in paragraphs 6 and 9, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The

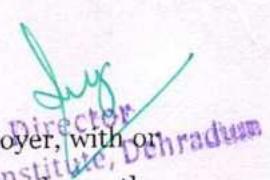
Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 6 or 9 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph 6 or 9 or to any other appropriate equitable remedy without any bond or other security being required.

12. Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to ten (10) day(s).
- b. The Employee may terminate his employment at any time by providing the Employer with at least one (1) month(s) advance notice of his intention to resign.
- c. The Employee may terminate on the last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.
- d. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other wilful and material breach of this Agreement.

13. Restrictive Covenant

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of



any third person or organisation, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

14. Notices

- a. Any notice required to be given hereunder shall be deemed to have been properly given if delivered personally or sent by pre-paid registered mail as follows:
 - To the Employee: abhishek@anytechtrial.com
 - To the Employer: Any Tech Ventures Pvt. Ltd. - 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002
- b. And if sent by registered mail shall be deemed to have been received on the 4th business day of uninterrupted postal service following the date of mailing. Either party may change its address for notice at any time, by giving notice in writing to the other party pursuant to the provisions of this agreement.

15. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

16. Successors

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

- Registered Office: 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad UP India- 201002
- Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

17. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defence or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/ her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

17. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writingsigned by each party or an authorized representative of each party.

18. Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remainingparagraphs of this agreement.

19. Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

[Signature]
Director
Tula's Institute, Dehradun

20. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India, IPC. Each party hereby irrevocably submits to the exclusive jurisdiction of the

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

courts of Ghaziabad, Uttar Pradesh - India, for the adjudication of any dispute hereunder or in connection herewith.

21. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(Employee)

Any Tech Ventures Private Limited

Name: **Pema Wangmo**

Represented By: Abhishek Tyagi

Aadhar/Passport:

Designation: Director

PAN:

Date:

Tula's Institute, Dehradun

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this **9th day of January, 2023**.

BY AND BETWEEN

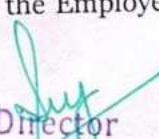
Any Tech Ventures, a private limited company incorporated under the Companies Act, 1956, having its registered office at **701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Pema Zangmo student of Tulas Institute Dehradun Uttrakhand India (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:



Director
Tula's Institute, Dehradun

1. Interpretation

In this agreement the following terms shall have the following meanings:

a. "Confidential Information"	any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular database, audio & video content;
b) "The Employment"	the employment of the Employee by the Company in accordance with the terms of this agreement;
c)"Group Company"	the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;
d)"Subsidiary"	a company as defined in section 1159 of the Companies Act 2006 of IPC;

e) "Termination Date"	the date on which the Employment ceases.
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2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Client Services Executive- Metaverse** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

3. Term and Probation Period

- a. It is understood and agreed that the first 180 days of employment shall constitute a probationary period ("Probationary Period") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.

4. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of



Director

Tulsi's Institute Dehradun

the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavour, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

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- Deal with ambiguity, solve complex problems and scale effectively across a large organisation and highly distributed team.

Dinesh
Tula's Institute, Dwarka

5. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

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- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the *Director, Tuna Institute, Dehradun* Company as notified from time to time.

- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.
- e. The Employee shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.
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- a. The Employee is entitled to six (6) days of paid casual leaves in a year and six (6) days of sick leave post probation period. In addition, the Employee will be entitled to twelve (12) public holidays mentioned under the Leave Policy of the Employer.
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Aayu
d.
Director
Tula's Institute, Dehradun

- e. For any period of absence due to sickness or injury the Employee will be paid statutory sick pay only, provided that he satisfies the relevant requirements. The Employee's qualifying days for statutory sick pay purposes are Monday to Friday.

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Director

Tata's Institute, Dehradun

and contemplated financial status and activities of the Employer the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.

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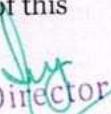
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- d. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other wilful and material breach of this Agreement.


Director
Tula's Institute, Dehradun

13. Restrictive Covenant

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any third person or organisation, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

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The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

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Registered Office: 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

Tula's Institute, Dehradun
Director

17. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defence or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/ her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

17. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing signed by each party or an authorized representative of each party.

18. Severability

Each paragraph of this agreement shall be and remain separate from and independent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remaining paragraphs of this agreement.

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The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

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This Agreement shall be governed by and construed in accordance with the laws of India, IPC. Each party hereby irrevocably submits to the exclusive jurisdiction of the

*Director
Tula's Institute, Dehradun*

courts of Ghaziabad, Uttar Pradesh - India, for the adjudication of any dispute hereunder or in connection herewith.

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The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

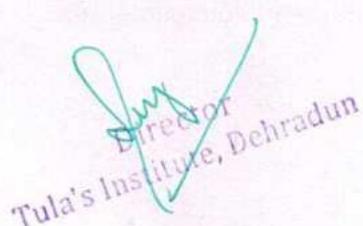
(Employee)

Name: **Pema Zangmo**

Aadhar/Passport:

PAN:

Date:



A handwritten signature in black ink, appearing to read "Pema Zangmo". Below the signature, there is a purple stamp or printed text that reads "Tula's Institute, Dehradun".

Any Tech Ventures Private Limited

Represented By: Abhishek Tyagi

Designation: Director

EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this **9th day of January, 2023**.

BY AND BETWEEN

Any Tech Ventures, a private limited company incorporated under the Companies Act, 1956, having its registered office at **701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002** (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

AND

Saina Gariya student of Tulas Institute Dehradun Uttrakhand India (hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:



Director
Tula's Institute, Dehradun

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

1. Interpretation

In this agreement the following terms shall have the following meanings:

a. "Confidential Information"	any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain (other than through the wrongful disclosure by the Employee) and which belongs to any Group Company (whether stored or recorded in documentary or electronic form) and which (without limitation) relates to the business methods, management systems, marketing plans, strategic plans, finances, new or maturing business opportunities, marketing activities, processes, inventions, designs or similar of any Group Company, or to which any Group Company owes a duty of confidentiality to any third party and including in particular database, audio & video content;
b) "The Employment"	the employment of the Employee by the Company in accordance with the terms of this agreement;
c)"Group Company"	the Company, any company of which it is a Subsidiary (being a holding company of the Company) and any Subsidiaries of the Company or any holding company, from time to time;
d)"Subsidiary"	a company as defined in section 1159 of the Companies Act 2006 of IPC;

e) "Termination Date"	the date on which the Employment ceases.
-----------------------	--

2. Position

- a. Upon execution of this Agreement, the employee would be posted as the **Client Services Executive- Metaverse** of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance, including but not limited to adjustments made to the employee's job description or work place, promotion, work transfer at the same level, and demotion, etc., or adjustments made to the employee's responsibilities without any change to employee's post (or position).

3. Term and Probation Period

- a. It is understood and agreed that the first 180 days of employment shall constitute a probationary period ("Probationary Period") during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.

4. Performance of Duties

- a. The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of

Director
Paras Institute, Dehradun

the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavour, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

b. The Employee shall be responsible for:

- Play an active role on the Any Tech Ventures leadership team and shape the Global strategy.
- Deliver strong business growth to accelerate the Global business meaningfully by actively doing sales prospecting, performance marketing , account based marketing and end to end sales.
- Lead relationship with customers and drive joint business plans with them.
- Enable the tech transformation of top businesses by leveraging technology.
- Shape the next leap in storytelling by bringing in data and tech to the core creative process.
- Engage effectively with regional and global teams to build sponsorship.
- Lead and mentor team, enable the right culture around diversity and inclusion and lead by example.
- Achieve revenue and growth plans as per mutually agreed targets and go to market approach.
- Establish relationships and presence within the Global Tech/SaaS community.
- P&L responsibility for assigned campaigns and business unit.
- Responsible for developing key C-Suite relationships where major deals, strategic business interventions, and transformation are enabled.
- Deal with ambiguity, solve complex problems and scale effectively across a large organisation and highly distributed team.

5. Compensation

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The Employee shall receive salary of calendar month on consecutive 10th calendar day, payable in monthly instalments, as per the convenience of the Employer, an amount of INR 25,000 per month during probation period and INR 25,000 per month post probation, subject to such increases from time to time, as determined by the Employer. Employee is also eligible for a annual performance bonus of INR 2,50,000 evaluated on quarterly performances. Such payments shall be subject to such normal statutory deductions by the Employer.
- b. During the term of this Agreement, the Employee's salary shall be paid by means of bank transfer, cheque, or any other method convenient to the Employer, and consented to by the Employee.
- c. All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts.

6. Obligations of the Employee

- a. Upon execution of agreement, the Employee shall not engage in any sort of theft, fraud, misrepresentation or any other illegal act neither in the employment space nor outside the premise of employment. If he/she shall do so, the Company shall not be liable for such an act done at his own risk.
- b. The Employee further promises to never engage in any theft of the Employer's property or attempt to defraud the Employer in any manner.
- c. The Employee shall always ensure that his/her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time.

Sanjay
Director
Tula's Institute, Dehradun

- d. The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of her employment with the Company.
- e. The Employee shall always ensure that her conduct is in accordance with all the rules, regulations and policies of the Company as notified from time to time, including but not limited to Leave Policy and Sexual Harassment Policy.
- f. The Employer hereby prohibits the Employee from engaging in any sexual harassment and the Employee promises to refrain from any form of sexual harassment during the course of employment in and around the premise of employment. If the Employee violates this term in the agreement, he shall be fully responsible for her actions and the Employer shall not be held responsible for any illegal acts committed at the discretion of the Employee.

7. Leave Policy

- a. The Employee is entitled to six (6) days of paid casual leaves in a year and six (6) days of sick leave post probation period. In addition, the Employee will be entitled to twelve (12) public holidays mentioned under the Leave Policy of the Employer.
- b. The Employee may not carry forward or encash any holiday to the next holiday year.
- c. In the event that the Employee is absent from work due to sickness or injury, she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to her recovery and as far as practicable will inform the designated person of the Employer of her expected date of return to work.
If the Employee is absent from work due to sickness or injury for more than three consecutive days she must submit to the Employer a self-certification form. If such absence lasts for more than seven consecutive days the Employee must obtain a medical certificate from her doctor and submit it to the employer.

Tula's Institute, Dehradun

- e. For any period of absence due to sickness or injury the Employee will be paid statutory sick pay only, provided that he satisfies the relevant requirements. The Employee's qualifying days for statutory sick pay purposes are Monday to Friday.

8. Assignment

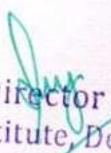
- a. The Employee acknowledges that any work including without limitation inventions, designs, ideas, concepts, drawings, working notes, artistic works that the Employee may individually or jointly conceive or develop during the term of Employment are "works made for hire" and to the fullest extent permitted by law, Employee shall assign, and does hereby assign, to the Employer all of Employee's right, title and interest in and to all Intellectual Property improved, developed, discovered or written in such works.
- b. Employee shall, upon request of the Employer, execute, acknowledge, deliver and file any and all documents necessary or useful to vest in the Employer all of Employee's right, title and interest in and to all such matters.

9. Competing Businesses

During the Term of this Agreement and for a period of one (1) year after the termination of this Agreement, the Employee agrees not to engage in any employment, consulting, or other activity involving sales & marketing that competes with the business, proposed business or business interests of the Employer, without the Employer's prior written consent.

10. Confidentiality

- a. The Employee acknowledges that, in the course of performing and fulfilling his duties hereunder, he may have access to and be entrusted with confidential information concerning the present


Director
Tula's Institute, Dehradun

and contemplated financial status and activities of the Employer the disclosure of any of which confidential information to the competitors of the Employer would be highly detrimental to the interests of the Employer.

- b. The Employee further acknowledges and agrees that the right to maintain the confidentiality of trade secrets, source code, website information, business plans or client information or other confidential or proprietary information, for the purpose of enabling the other party such information constitutes a proprietary right which the Employer is entitled to protect.
- c. Accordingly, the Employee covenants and agrees with the Employer that he will not, under any circumstance during the continuance of this agreement, disclose any such confidential information to any person, firm or corporation, nor shall he use the same, except as required in the normal course of his engagement hereunder, and even after the termination of employment, he shall not disclose or make use of the same or cause any of confidential information to be disclosed in any manner.
- d. The Employer owns any intellectual property created by the Employee during the course of the employment, or in relation to a certain field, and he shall thereon have all the necessary rights to retain it. After termination of employment, Employee shall not impose any rights on the intellectual property, video, photographic and content copyright created. Any source code, software or other intellectual property developed, including but not limited to website design, video graphics, images or functionality that was created by the employee, during the course of employment under this Agreement, shall belong to the Employer.

[Signature]
Tula's Institute, Dehradun

11. Remedies

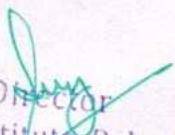
If at any time the Employee violates to a material extent any of the covenants or agreements set forth in paragraphs 6 and 9, the Company shall have the right to terminate all of its obligations to make further payments under this Agreement. The

Employee acknowledges that the Company would be irreparably injured by a violation of paragraph 6 or 9 and agrees that the Company shall be entitled to an injunction restraining the Employee from any actual or threatened breach of paragraph 6 or 9 or to any other appropriate equitable remedy without any bond or other security being required.

12. Amendment and Termination

- a. In case the Employer terminates the employment without just cause, in which case the Employer shall provide the Employee with advance notice of termination or compensation in lieu of notice equal to ten (10) day(s).
- b. The Employee may terminate his employment at any time by providing the Employer with at least one (1) month(s) advance notice of his intention to resign.
- c. The Employee may terminate on the last day of the month in which the date of the Employee's death occurs; or the date on which the Company gives notice to the Employee if such termination is for Cause or Disability.
- d. For purposes of this Agreement, "Cause" means the Employee's gross misconduct resulting in material damage to the Company, wilful insubordination or disobedience, theft, fraud or dishonesty, wilful damage or loss of Employer's property, bribery and habitual lateness or absence, or any other wilful and material breach of this Agreement.

13. Restrictive Covenant


Director
Tula's Institute, Dehradun

Following the termination of employment of the Employee by the Employer, with or without cause, or the voluntary withdrawal by the Employee from the Employer, the Employee shall, for a period of three years following the said termination or voluntary withdrawal, refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer of the Employer for his own benefit or that of

any third person or organisation, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by the Employer of any other Employee of the Employer having regard to the same geographic and temporal restrictions. The Employee shall not directly or indirectly divulge any financial information relating to the Employer or any of its affiliates or clients to any person whatsoever.

14. Notices

- a. Any notice required to be given hereunder shall be deemed to have been properly given if delivered personally or sent by pre-paid registered mail as follows:
 - To the Employee: abhishek@anytechtrial.com
 - To the Employer: Any Tech Ventures Pvt. Ltd. - 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad Uttar Pradesh India - 201002
- b. And if sent by registered mail shall be deemed to have been received on the 4th business day of uninterrupted postal service following the date of mailing. Either party may change its address for notice at any time, by giving notice in writing to the other party pursuant to the provisions of this agreement.

15. Non-Assignment

The interests of the Employee under this Agreement are not subject to the claims of his creditors and may not be voluntarily or involuntarily assigned, alienated or encumbered.

16. Successors

This agreement shall be assigned by the Employer to any successor employer and be binding upon the successor employer. The Employer shall ensure that the successor employer shall continue the provisions of this agreement as if it were the original party of the first part.

Registered Office: 701, 7th Floor Shivam Tower Ansals RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

17. Indemnification

The Employee shall indemnify the employer against any and all expenses, including amounts paid upon judgments, counsel fees, environmental penalties and fines, and amounts paid in settlement (before or after suit is commenced), incurred by the employer in connection with his/her defence or settlement of any claim, action, suit or proceeding in which he/she is made a party or which may be asserted against his/ her by reason of his/her employment or the performance of duties in this Agreement. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, by-law, agreement, or otherwise.

17. Modification

Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writingsigned by each party or an authorized representative of each party.

18. Severability

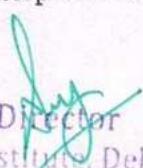
Each paragraph of this agreement shall be and remain separate from andindependent of and severable from all and any other paragraphs herein except where otherwise indicated by the context of the agreement. The decision or declaration that one or more of the paragraphs are null and void shall have no effect on the remainingparagraphs of this agreement.

19. Paragraph headings

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

20. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of India, IPC. Each party hereby irrevocably submits to the exclusive jurisdiction of the


Director
Tula's Institute, Dehradun

Registered Office: 701, 7th Floor Shivam Tower Ansal RDC Raj Nagar Ghaziabad UP India- 201002
Corporate Office: 703, 7th Floor Building 1, Highway Towers Sector 62 Noida UP India

courts of Ghaziabad, Uttar Pradesh - India, for the adjudication of any dispute hereunder or in connection herewith.

21. Counterparts

The Agreement may be executed in two or more counterparts, any one of which shall be deemed the original without reference to the others.

IN WITNESS WHEREOF, the Employee has hereunto set his hand, and the Company has caused these presents to be executed in its name and on its behalf, all as of the day and year first above written.

(Employee)

Any Tech Ventures Private Limited

Name: **Saina Gariya**

Represented By: Abhishek Tyagi

Aadhar/Passport:

Designation: Director

PAN:

Date:


Saina Gariya
Director
Tula's Institute, Dehradun

OFFER LETTER

Dear Mr. Aashish
Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	03-Jul-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	MUMBAI
Location :	MUMBAI

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

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

As discussed & agreed, We would like you to join your duties on **03-Jul-2023**. Actual branch name and address will be informed to you subsequently.

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

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

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

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

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

Arnab Kumar Das
Human Resource

Director
Tula's Institute, Dehradun

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

CEASEFIRE INDUSTRIES PRIVATE LIMITED

B1/H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph.: 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :

602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



+91 9540 666 666
+91 1800 120 3473
+91 120 4223473

Annexure - A

NAME : Aashish	DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DIVISION : CSD	DOJ : 03-Jul-2023
Particulars	Amounts(Rs.)
	Fixed Component
Basic	21600
Advance Statuary Bonus	4004
	Sub Total A
	25604
	Reimbursement
	0
	Variable Component
Monthly Performance Linked Reimbursement*	5586
	Sub Total B1
Gratuity****	5586
	Sub Total C
Total Salary Package (A+B+B1+C)	1039
Total Salary Package Per Annum	1039
	Monthly TH
Employee Welfare Trust	150
Total	150
Total TH	31040
	Annual TH
	1800
	1800
	372480
	Additional Perks

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

Leave Encashment: As per company's leave policy.

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

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

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

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Dr. Tula's Institute Dehradun

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
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Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



OFFER LETTER

Dear Mr. Satyam Giri

Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	03-Jul-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	MUMBAI
Location :	MUMBAI

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

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

As discussed & agreed, We would like you to join your duties on **03-Jul-2023**. Actual branch name and address will be informed to you subsequently.

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

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

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

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

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.

Director
Ceasefire Industries Private Limited

Arnab Kumar Das
Human Resource

Annexure - A

NAME : Satyam Giri

DIVISION : CSD

Particulars

DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DOJ : 03-Jul-2023

	Amounts(Rs.)
	Fixed Component
Basic	21600
Advance Statuary Bonus	4004
Sub Total A	25604
	Reimbursement
	0
	Variable Component
Monthly Performance Linked Reimbursement*	5586
Sub Total B1	5586
Gratuity****	1039
Sub Total C	1039
Total Salary Package (A+B+B1+C)	32229
Total Salary Package Per Annum	386748
Deductions	
Employee Welfare Trust	150
Total	150
Total TH	31040
	Annual TH
	1800
	1800
	372480
	Additional Perks

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

Leave Encashment: As per company's leave policy.

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

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Director
Tula's Institute Dehradun

OFFER LETTER

Dear Mr. Shashank Gupta
Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	03-Jul-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	MUMBAI
Location :	MUMBAI

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

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

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

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

Arnab Kumar Das
Human Resource

Director
Tula's Institute, Dehradun

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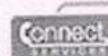
CEASEFIRE INDUSTRIES PRIVATE LIMITED

B1/H1, 2nd Floor Mohan Cooperative Industrial Estate.
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Tel: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



+91 9540 666 666
+91 1800 120 3473
+91 120 4223473

Annexure - A

NAME : Shashank Gupta	DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DIVISION : CSD	DOJ : 03-Jul-2023
Particulars	Amounts(Rs.)
	Fixed Component
Basic	21600
Advance Statuary Bonus	4004
	Sub Total A
	25604
	Reimbursement
	0
	Sub Total B
Monthly Performance Linked Reimbursement*	5586
	Sub Total B1
Gratuity****	5586
	1039
	Sub Total C
Total Salary Package (A+B+B1+C)	1039
Total Salary Package Per Annum	32229
	Deductions
Employee Welfare Trust	386748
	Monthly TH
Total	1800
Total TH	1800
	Annual TH
	372480
	Additional Perks

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

*Surj
Dir. Of
Tula's Institute, Dehradun*

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

CEASEFIRE INDUSTRIES PRIVATE LIMITED
B1/H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph. : 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :
602, "Dilli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854877 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



+91 9540 666 666
+91 1800 120 3473
+91 120 4223473

Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6th Floor, Sector 62, Noida

Offer Letter

19th December 2022

Shashank Pratap Singh
Air Force Gorakhpur, 93H
Nandanagar , UP

Dear Shashank,

It is our pleasure to offer an employment to you with Simplify Growth Research & Consulting Private Limited., a subsidiary of Phronesis Partners Pte Ltd. Your employment with us will commence from the date of your joining i.e. 6th February 2023 at 12 Noon.

You are appointed to the position of **Research Associate- Primary Research** and your starting annual remuneration will be Rs.4,50,000/- (Four Lakh and Fifty thousand only). In addition to above, you may also be eligible for Project incentive as decided by Project Manager.

You will be on a probation for a period of three (03) months after commencement of your employment. Your employment with the company will be confirmed at the end of your probation period subject to your performance being satisfactory.

Your employment with the Company will be governed by the terms and conditions of the "Employment Contract" provided to you at the time of joining. You are required to submit all the documents as mentioned in Annexure-B to complete the Joining process.

This offer is subject to your successful completion of Graduation/Post Graduation program you are pursuing and your relocation to Noida, Mayur Vihar Phase 1 and 3 and Indirapuram or locations stated in the transport policy.

This offer is valid subject to successful background verification, which would require your specific consent. By accepting this offer, you agree for the same.

On behalf of team, I welcome you to Phronesis Partners group.

With Best Regards,

Jyoti Paliwal
VP – Human Resources

Director
Tula's Institute, Dehradun

Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6th Floor, Sector 62, Noida

Annexure -A

Salary Details

Name	Shashank Pratap Singh
Designation	Research Associate- Primary Research
Location	Noida

Salary Components

	Monthly (INR)	Yearly (INR)
A) Monthly Components		
Basic Salary	18,750	225000
HRA	9,375	112,500
Additional Allowances	1,875	22,500
B) Other Components		
Performance Incentive (For 4 Quarters) *		40,000
Annual Performance Bonus		50,000
Total	37500	450000

*Performance incentive is payable on quarterly basis and is subject to your performance ratings.
**One-time Annual Performance bonus is payable post completion of one year and subject to 70% annual KRA rating, employee should not have resigned / serving notice period.

For Simplify Growth Research & Consulting Private Limited

Jyoti Paliwal
VP- Human Resources

Note: The information contained is strictly confidential & is NOT to be shared without prior written permission from the company.

~~Any Director~~
Tula's Institute, Dehradun

Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6th Floor, Sector 62, Noida

Annexure -B

NEW JOINER DOCUMENTATION CHECKLIST

LIST OF DOCUMENTS	
DOCUMENT	STATUS
Last Employer's Details	
Appointment Letter of current company	
Last 3 months' salary slips*	
Resignation Acceptance*	
Relieving Letter(Current/Last Company)*	
Educational Qualifications	
10th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
12th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Post-Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> (if applicable)	
Personal Identification & Residence Proofs	
ID Proof - Voter's Id/Driver's License/Aadhar Card* (any one)*	2 copies
PAN Card*	2 copies
Residential Proof – Phone Bill/Bank Statement/Rent Agreement (any one)*	
Passport	
3 Passport Size Photos*	

Director
Tula's Institute, Dehradun

Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6th Floor, Sector 62, Noida

Offer Letter

19th December 2022

Sharon Francis
Old 452, R.C Charch Khushipura
Jhansi, UP

Dear Sharon,

It is our pleasure to offer an employment to you with Simplify Growth Research & Consulting Private Limited., a subsidiary of Phronesis Partners Pte Ltd. Your employment with us will commence from the date of your joining i.e. 6th February 2023 at 12 Noon.

You are appointed to the position of **Research Associate- Primary Research** and your starting annual remuneration will be Rs.4,50,000/- (Four Lakh and Fifty thousand only). In addition to above, you may also be eligible for Project incentive as decided by Project Manager.

You will be on a probation for a period of three (03) months after commencement of your employment. Your employment with the company will be confirmed at the end of your probation period subject to your performance being satisfactory.

Your employment with the Company will be governed by the terms and conditions of the "Employment Contract" provided to you at the time of joining. You are required to submit all the documents as mentioned in Annexure-B to complete the Joining process.

This offer is subject to your successful completion of Graduation/Post Graduation program you are pursuing and your relocation to Noida, Mayur Vihar Phase 1 and 3 and Indirapuram or locations stated in the transport policy.

This offer is valid subject to successful background verification, which would require your specific consent. By accepting this offer, you agree for the same.

On behalf of team, I welcome you to Phronesis Partners group.

With Best Regards,

Jyoti Paliwal
VP – Human Resources

Director
Tula's Institute, Dehradun

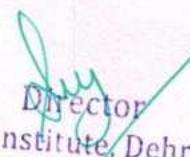
Simplify Growth

Corporate Off: Plot No. B-9/A Green Boulevard, Tower B, 6th Floor, Sector 62, Noida

Annexure -B

NEW JOINER DOCUMENTATION CHECKLIST

LIST OF DOCUMENTS	
DOCUMENT	STATUS
Last Employer's Details	
Appointment Letter of current company	
Last 3 months' salary slips*	
Resignation Acceptance*	
Relieving Letter(Current/Last Company)*	
Educational Qualifications	
10th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
12th Pass Certificate <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> *	
Post-Graduation Degree <input type="checkbox"/> Mark-sheet <input type="checkbox"/> (if applicable)	
Personal Identification & Residence Proofs	
ID Proof - Voter's Id/Driver's License/Aadhar Card* (any one)*	2 copies
PAN Card*	2 copies
Residential Proof – Phone Bill/Bank Statement/Rent Agreement (any one)*	
Passport	
3 Passport Size Photos*	


Director
Tula's Institute, Dehradun

OFFER LETTER

Dear Mr. Shivam Tomar

Tulas Institute

Dehradun Uttarakhand

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

Designation :	CEASEFIRE MANAGEMENT TRAINEE
Date of Joining :	03-Jul-2023
Functional Band :	Front Liner/Business Development
Department :	Sales
Division :	CSD
Salary :	As Per Annexure 'A'
Reporting Branch :	MUMBAI
Location :	MUMBAI

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

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

As discussed & agreed, We would like you to join your duties on **03-Jul-2023**. Actual branch name and address will be informed to you subsequently.

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

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

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

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

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Director
Tula's Institute Dehradun

Annexure - A

NAME : Shivam Tomar

DIVISION : CSD

Particulars

DESIGNATION : CEASEFIRE MANAGEMENT TRAINEE
DOJ : 03-Jul-2023

	Fixed Component	Amounts(Rs.)
Basic		21600
Advance Statuary Bonus		4004
Sub Total A		25604
	Reimbursement	0
	Sub Total B	
Monthly Performance Linked Reimbursement*		5586
Sub Total B1		5586
Gratuity****		1039
Sub Total C		1039
Total Salary Package (A+B+B1+C)		32229
Total Salary Package Per Annum		386748
Deductions	Monthly TH	Annual TH
Employee Welfare Trust	150	1800
Total	150	1800
Total TH	31040	372480
	Additional Perks	

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

Leave Encashment: As per company's leave policy.

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

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

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

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

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

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

Note :- All taxes are applicable as per law.

With best wishes

For Ceasefire Industries Private Limited.

Arnab Kumar Das
Human Resource

Arnab
Arnab Kumar Das
Tula's Institute, Dehradun

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

CEASEFIRE INDUSTRIES PRIVATE LIMITED
B1/H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph. : 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :

602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel.: 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



+91 9540 666 666
+91 1800 120 3473
+91 120 4223473

Date: 9th May 2023



Letter of Intent

Dear Siddharth,

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

1. Your Posting will be at CapitalVia FinTech Private Limited, Indore.
2. Your compensation on a cost to company basis will be INR 3,00,000/- (Details of which you can find below)

Relationship Executive		
Grade: EX2	Level: Executive	Band: B1
Details of Remuneration		Annual Amount (Rs.)
Basic (Includes Employee PF Contribution)		1,80,000
HRA		50,400
Statutory Bonus		12,000
Performance Allowance		36,000
Gross Salary		2,78,400
Employer's Contribution for PF		21,600
CTC		3,00,000

Stipend of Rs. 12,000 per month with an Incentive of Rs. 5,000 per month depending on targets achieved during the initial period of 3 months from date of joining and therefore the above-mentioned CTC will be applicable.

- Performance Allowance is paid monthly and is based on monthly goals. The goals will be communicated to you at the beginning of every month.
- The notice period applicable to you would be **2 Months**.

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

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

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


Director
Tula's Institute, Dehradun

- 6.** You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
- 7.** Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **10th May 2023**, henceforth, the offer will be forfeited.
- 8.** Please carry a copy of your **Vaccination Certificate Dose1/Dose2** on the day of joining.

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



Regards,
Director - Rahul Kumar
For, CapitalVia FinTech Private Limited


Director
Tula's Institute, Dehradun



Ref No: VAPL/HR-OFR/2023-24/02

Date: 02.06.2023

Ms Kanak Naudiyal
Ambiwala, Prem Nagar,
Dehradun,
Uttarakhand - 248007.

Sub: **Offer Letter for the Post of Trainee – Marketing**

Dear Kanak,

This is with reference to your application and subsequent meeting you had with us on dated **18.05.2023** on the above subject.

We are pleased to make an offer to you to join our organization as **Trainee – Marketing** in S4 grade based at **Vardhman Amrante Private Limited** on the terms and conditions discussed and agreed upon with you.

A detailed appointment letter will be issued to you on your joining the duties with us. You are requested to be on board latest on or before **05th June 2023**. However, once you join us you would be governed by Rules & Regulations of the Company applicable to your Grade.

We look forward to your joining to have a rewarding career at VAPL.

Please return copy of this letter in token of your acceptance.

With Best Wishes,

For Vardhman Amrante Private Limited

*Satyajit
Goyal*
Authorized Signatory

Satyajit Goyal
02/06/23

Vardhman Amrante Private Limited

Vardhman Park, Chandigarh Road, Ludhiana - 141123, Punjab (India)
Tel: +91-161-6629888, Fax: +91-161-6629988

CIN: U70101PB2013PTC059
Email: info@vardhmanamrante.com
www.vardhmanamrante.com

Jyoti Goyal
Director
Tula's Institute, Dehradun

Mr Vivek Singh
Sales
Ludhiana

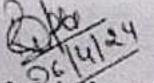
Dear Mr. Vivek,

This is in continuation of appointment letter dated 05.06.2023, the management is pleased to confirm your services in the organization w.e.f. 26.04.2024 on the existing terms and conditions on the completion of your probation period as per point 4 of your appointment letter. you may also make note of the impact on the separation / terminations clause under point 8 of your appointment letter.

It is expected that you will continue to discharge your duties and responsibilities as assigned and to be assigned from time to time with dedication & commitment and you will endeavor to realize your full potential. You shall adhere to all rules, regulations, by-laws etc. of the Company as applicable from time to time.

We wish you good luck and expecting a long fruitful association with the organization.

For Vardhman Amrante Private Limited,

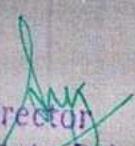

Authorized Signatory

Vardhman Amrante Private Limited

Vardhman Park, Chandigarh Road, Ludhiana-141123, Punjab (India)
Tel: +91-161-6629888, Fax: +91-161-6629988

CIN: U70101PB2015PTC039944

Email: info@vardhmanamrante.com
www.vardhmanamrante.com


Director
Tula's Institute, Dehradun



FiveX Global Services Pvt Ltd

A better future start from here

CIN NO. U72900UR2020PTC014311 / RAJASTHAN PTE

Date: - 20th March 2023

Letter Of Intent

Ms. YADI AZAM,

Address: SELAQUI, Dehradun UK 248001

Dear Yadi !

-Congratulations!!

With reference to your application and subsequent interview with us, we are pleased to extend the following Letter of Intent (L.O.I) to you on behalf of FiveX Global Services Pvt. Ltd. for the position of "Process Associate" on Consolidated Monthly Salary Package of Rs. 18300/- (Rs. Eighteen Thousand three Hundred per month including Rs. 1100 for attendance bonus, Rs. 1000 for travel allowance and Rs. 1200 for meal allowance i.e Rs. 50 per present day) in our "CLUB PROMOTIONS US INBOUND SALES CAMPAIGN" with effect from 08th March, 2023 in our Operations Division at Dehradun, Uttrakhand - 248001, India. Your joining date of joining would be 08th March, 2023.

You shall be required to promote the Products & Services Assigned by Our Client". The company reserves all & sole rights to change the Salary Structure/Incentives Slabs/Process/Targets/Script Contents/Quality Standards/Shift and Shift timings as per your performance (gauged on daily/weekly/monthly basis) and requirement of the company/client anytime, with/without any prior notice or intimation.

Shift & Shift timings and Break Timings: You will be working in night shift and it will be of 9 hours including your breaks. You will be updated about your shift timings by your manager as per the requirement of the company and client. During your shift you will be getting 30 minutes dinner break and can take tea/coffee break by coordinating with your manager as per your login hours. You are not allowed to take any break during PIR calls spike. Your reporting time in office is 30 minutes before your shift starts so that you can check your system, headset, internet and all other required stuffs in first 10 minutes and for next 20 minutes you need to attend Pre shift meeting with your managers to discuss updates (if any), performance report and feedbacks. (If you do not report to your manager in pre shift meeting that is 20 minutes before login time then you will get a debit of Rs.200 for late fee for that day).

Remuneration & Payouts: The Salary, Incentives/Other Benefits Payment cycle of the company is from 1st to 30th / 31st of the month. The same will be dispersed between 10th and 20th of the next month. You will be getting your salary, attendance bonus, travel allowance and meal allowance on 10th (it may get delayed 1-2 days in case of bank holidays in USA or INDIA). All incentives (Daily Incentives, Weekly Bonus, Monthly Bonus and Login Hours Bonus) and other perks such as training allowance, reference bonus will be paid separately on 19th of every month in same bank account provided by you. Your salary will be paid by account payee cheque or account transfer and you need to have a bank account on your name. Company will not issue your salary on the name of your family member or friend. If you take more than 1 leave between 1st and 10th of the month then your salary will be held and will be released on 19th or later according to the leaves taken by you.

Training Remuneration: You will be attending 7 working days classroom and on job training which is paid. You will be getting Rs. 3000 as training allowance after successful completion of 45 working days (Log n Days) from your date of joining on floor. This shall be paid on coming 19th along with your incentives payout. Any weekly off/leave/absent in between your training period (CRT) shall not be paid and deduction would happen accordingly. In case of Drop Out or termination due to non-performance or any another reason, before successfully completion of 45 working days(Login Days) on floor, you are not entitled to get any training salary/allowance for your classroom training days (CRT and OJT). You can be put ON HOLD on floor after your DOJ or during your CRT, as per the requirement of the Company/Client and that ON HOLD period shall not be paid.

Monthly Performance Incentives: You get monthly incentives based on QC Approved sales in a calendar month. You are eligible to get paid monthly incentives based on your performance and based on one of the plans given below if qualify.

Rs. 1000 if you achieve 70 QC Approved Sales.

Rs. 1500 if you achieve 85 QC Approved Sales and Rs. 40 per quality approved sale over and above 85 QC Approved sales.

Rs. 2500 if you achieve 100 QC Approved Sales and Rs. 40 per quality approved sale over and above 100 QC Approved sales.

Note:- Apart from your CL and Week Off if you are absent for 3 days and more (including half days) then you are not entitled to get monthly incentives.

Employee Name:

Employee Signature:
Director
Tula's Institute, Dehradun

1 | Page

FiveX Global Services Pvt. Ltd.



+91 9910179556
+91 9582135262

fivexglobalservices06@gmail.com



SR Tower, 3rd Floor, GMS Road,
Opp. Wadia Institute, Above IDBI Bank,
Dehradun, (UK) - 248001

Weekly Performance Incentives: Top 2 performers of the week will get Rs 1000/- and Rs 500/- respectively in total quality approved sale. Our team conversion should be more than 10% in mall calls and should be more than other teams.
Note:- You are eligible to get weekly incentive only if you are present for 5 days (min. 42 hours login) in a week and all the sale should be approved by QC. There should be no leave apart from week off or CL.

Daily Performance Incentives: Your daily incentive is depend on number of sale you make on your own login ID. You are eligible to get daily incentive if you are present 5 days in a week and all the sale should be approved by QC.
Rs. 100 on 5 QC Approved Sales.
Rs. 200 on 7 QC Approved Sales.
Rs. 400 on 9 QC Approved Sales.
Rs. 500 on 10+ QC Approved Sales.

Login Hours Bonus & Deduction: You are required to complete and maintain your login hours which is minimum 8 hours 30 minutes of login for every working day. If you login extra and complete more login hours than required (Based on your attendance) then you are eligible for login hour bonus and you will get Rs 100 per extra login hour. (Calculated at the end of the month based on your attendance). If you don't complete your login hours and at the end of the month you have short login hours then Rs 100 per login hour will be deducted from your salary for all short login hours.

Leave Policy: You would be working 6 days a week (Monday to Saturday). You are eligible to take one Paid Leave (CL) and two Saturday Off (WO) with prior written information and approval. Company has the right to refuse your CL and WO application if required you to login from client end. And If you work or you are asked to work extra against your CL and WO then you will be paid Rs. 100 per login hour for that day. For every informed and approved leave (in written and approved by manager) you will have single day deduction in your basic salary. For every uninformed and unapproved leave you will have 1.5 days deduction in your basic salary. If you take 3 or more leaves in a week then you will be marked unpaid for Saturday & Sunday. Those who join the company in between the month would be eligible for Paid Leave and Two Saturday Off from next month onwards.

Paid Leave & Saturday Week Off: You are entitled to get one paid leave and Two Saturday Off in a month apart from your regular weekly offs (Sundays). If you do not take any leave or Saturday Off within that month then you will get paid extra as mentioned above in Login Hours Bonus. Those who join the company in between the month would be eligible for one paid leave and one Saturday off from next month onwards. If you take more than 2 unapproved leaves in a month then you are not entitled to get a paid leave and Saturday off for that month.

Attendance Bonus: If you are regular and do not take any leave in a month (Excluding your CL and WO) then you are eligible to get Rs.1100 attendance bonus along with your salary. If you take more than 3 half days in a month you are not eligible to get any attendance bonus for that month. Those who join the company in between the month would be eligible for attendance bonus from next month onwards.

Meal Allowance: You get Rs 50 per day as meal allowance for the days you are present and logged in for 8 hours 30 min. (excluding for half days and absents).

Travel Allowance: You get Rs 1000 per month as travel allowance for the days you are present and logged in for 8 hours 30 min. (excluding for half days and absents)

Reference Bonus: If you refer any employee to company and your referral successfully completes 45 working days from his/her date of joining (after training period) then you get Rs 2000/- as reference bonus in your next payout. If any of you (either you or your referral) leaves or asked to leave the company (due to any reason what so ever may be) then you are not eligible to get any reference bonus.

Work From Home/Internet Allowance: Currently we are working from office but we have seen lockdown and pandemic situations in the past so in case in future if required then you will be asked to work from home and will be eligible to get paid for Internet Exp. In such situations pc and all required accessories such as headphone will be provided by company and you are responsible to maintain and take care of it. If you break or physically damage anything provided to you then you will be responsible to cover the cost it takes to fix or replace. You will not be eligible to get paid for travel allowance during your work from home tenure.

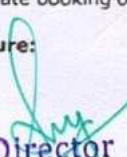
Half Day: You are not allowed to take half day unless you are sick and cannot manage to work. If you take a half day because of your health issue then you need to take a written approval in given format by company. In case of Girls you are not allowed to go home alone or with any other employee of office or with any of your friend because of working in night shift. Either someone from your family needs to come and pick you up or you will get drop by office management with a responsible and reliable person. If you ever leave office alone or with anyone without your manager's written permission then company will not be responsible for any kind of mishappening and you will be terminated from your service with immediate effect and will not be eligible for any kind of compensation what so ever it may be.

Penalty/Fine: As a company policy, you are not allowed to carry any cell phone or any other electronic gadgets on floor because of having access to customer's personal and financial information. If you bring cell phone or anything like that then you need to submit it with your manager before login and getting access your work station and it will be returned to you after you logout for the day. If you are found keeping cellphone with you on floor, watching YouTube, listening to music, not wearing ID card during login hours then you will get a debit of Rs.200 for late fee for that day or marked absent and remove from calls for that day.

Office Tour/Trip/Party/Vacation: We as a team plan for such tour/trip/party/outing/vacation once in 3-6 months and the expenses of such party is being divided equally between company and you. Half of the expense will be paid by company and rest half will be divided among all employees and will be deducted from your upcoming salary/payout. It's a corporate booking of tour so deduction will be implemented to everyone in company even if you don't attend it or be part of it.

Employee Name:

Employee Signature:


Director
Tula's Institute, Dehradun

Gadget Security Deposit: The headphones that you are going to use are very expensive and company has to invest a lot of money in it so it is your responsibility to keep everything in right manner and use it properly without damaging it. If you damage or break any accessory provided to you then the cost will be recovered from you. As a security deposit Rs 2600/- will be deducted from your salary which is completely refundable when you leave in a proper manner by serving and completing advanced notice period of 30 working days. If you leave company without serving and completing notice period of 30 working days then you will not be eligible to get any compensation, dues, payouts, incentives, bonus, security deposits and other perks mentioned in your LOI.

Probation/Confirmation: You will be on a Probation period for Six months. Based on your performance and behavior your services will be confirmed with the company after 6 months. During the probation period your services can be terminated anytime without any notice if your performance and behavior is not satisfactory and you will be getting your basic salary, travel allowance, meal allowance for the actual number of days you have worked with the company. If you are asked to leave because of your non-performance then you will not be entitled to get paid for CL, Week Off, Incentives, Attendance Bonus or any other perks mentioned in your LOI.

Notice Period during Probation: You can also leave the company during probation period by serving 45 working days advance notice period in written and your full and final settlement will be done after 45 days from the last working day with company. It is mandatory to be regular at work and maintain your performance and achieve your targets as mentioned in LOI. If you are found deliberately not performing well or staying on leaves during your notice period then you will be removed from services without any compensation. Once you complete your notice period with performance and being regular at work then you are entitled to get all others perks/incentives/allowances along with your salary on Full and Final Date.

Notice Period after Probation: You can leave the company after probation period (6 months) by serving a 30 working days advance notice period in written and your full and final settlement will be done after 45 days from the last working day with company. It is mandatory to be regular at work and maintain your performance and achieve your targets as mentioned in LOI. If you are found deliberately not performing well or staying on leaves during your notice period then you will be removed from services without any compensation. Once you complete your notice period with performance and being regular at work then you are entitled to get all others perks/incentives/allowances along with your salary on Full and Final Date.

Leaving Without Notice Period: If you leave company without serving or completing notice period then you are not entitled to get any kind of compensation what so ever it may be. You will be considered absconding and will be removed from services without paying compensation for the days you might have worked. Kindly make sure to serve and complete notice period so that you end it on a positive note and entitled to get paid for salary, perks/allowances/bonuses mentioned in LOI.

Performance and Login Hours: You are responsible to maintain your performance and achieve required sales goal and complete minimum login hours on daily basis as mentioned above in your LOI. If your performance is not good then you may be asked to logout for the day so that that you do not hurt team's performance anymore. In such case you will not be entitled to get paid for the login hours you stay logout. You may be marked unpaid for the day depending upon your total login hours of the day.

During the period of your employment with the Company, you will devote full time to the work in the Company. Further, you will not accept any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. If at any time in our opinion, which is final in this matter you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice, without any compensation of salary, incentives or other perks mentioned in LOI and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.
5. Any of our leads, data, technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
6. You will not accept any present, commission or any sort of gratification in cash or kind from any customer, person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
7. This LOI is being issued to you on the basis of the information and particulars furnished by you in your application (including biodata), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment without any compensation.
8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

Discipline Policy: You are required to maintain Discipline and the best Code of Conduct in the Organization. Employees indulged in any in-disciplinary act or found doing any kind of fraud shall be terminated with immediate effect without any compensation such as salary, incentives, attendance allowance, meal allowance, transport allowance training allowance and any other perks mentioned in LOI. As a company policy, employees are not allowed to carry their mobile phones, pens, papers and other electronic gadgets on floor because of data security. Company will not be responsible under any circumstances for any kind of damage or loss of any personal stuff submitted by any employee in the office with the security guard or Support Staff. Kindly do not damage or write anything on chairs, tables, monitors, keyboards, CPJs, handsets, headsets, dia coms, walls or anywhere else in office premises etc. In case of doing such offense cost of repairing and maintenance will be debited for your salary/payout. We request you to keep office neat and clean and use all office properties in a nice manner.

Employee Name:

Employee Signature:

Director
Tula's Institute, Dehradun

esconding: If you stay absent for more than 4 days without any prior information or approval from your manager then you will be considered absconding and will be removed from services without any compensation.

ESI, PF, Income Tax & TDS (Tax Deduction at Source): ESI & PF will be deducted from your salary as per Government norms if applicable. Under Indian Income Tax Act all payments are subject to applicable Income Tax & TDS. Taxes would be deducted at source on monthly basis as per applicable Income Tax law. (If Applicable)

Place/Transfer: Your present place of work will be at Dehradun, Uttarakhand. During the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India, at the sole discretion of the Management.

Termination of Service (Company): In the "Event of Breach," this shall include fraud, gross negligence, breach of confidentiality, refusal to discharge duties like logout attributed to you by the organization, or breach of the above terms and conditions or any act or omission which may affect the organization or you adversely. Further to it, in case of non-furnishing or any information furnished by you either in your application for employment or during the selection process is found to be incorrect / false, and found that you have suppressed any material information in respect to your age, qualification and past experience, the management shall have the right to terminate your association forthwith with the organization, without being liable to pay any compensation in respect thereof. Your performance will be under strict surveillance by the management during entire stay with the **FiveX Global Services Pvt. Ltd.** and in case of non-performance, management reserves the right to terminate your candidature during this period without any prior notice.

Your performance will be gauged on daily & weekly basis by the management and you are required to achieve the "**Minimum Net Conversion and Login Hours Target**", as defined by Operations In Charge (**which may vary from time to time and will be updated to you verbally on the floor on daily basis by Operations Manager before login and the same will be highlighted in your daily performance and target reports on board and online**). For any doubt, query or clearance about reports contact your Operation In Charge within 48 working hours. Any discussion about reports after 48 working hours will not be entertained. In the event of "**Non Performance**" company reserves the right to terminate any employee without any prior notice and compensation will be calculated on "**ATTENDANCE & PERFORMANCE**" basis, wherein an agent will be paid on pro data basis for the number of "**DAYS PRESENT & SALES ACHIEVED**" ONLY, excluding weekly offs, paid leaves, any kind of incentives, training days salary and other perks as mentioned in LOI. If you have short login hours then deduction would happen accordingly as mentioned under Login Hours Bonus and Deduction.

If you are found involved in taking any kind of drugs, alcohol or any other stuff which are inappropriate for work and office environment then company has the right to terminate you on the spot without any compensation and may take a legal action for disturbing the work atmosphere. In case of any doubt company has the right to take you for a medical test in nearest hospital and if you refuse then you will be removed from the services without any compensation. Kindly make sure to maintain the good code of conduct and maintain the decorum of office working environment.

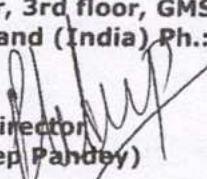
Kindly read the LOI (Letter Of Intent) before signing. In case, in future, if you say that you have not read LOI before signing, the same will not be entertained under any circumstances. Kindly intimate your acceptance to us, by returning a copy of this letter duly signed by you.

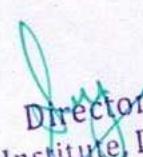
We will be pleased to have you with us. We will work together towards the common goal of Organization's growth and so grow along with it. Looking forward to have you on board!!!

With Warm Regards,

For FiveX Global Services Pvt. Ltd.

SR Tower, 3rd floor, GMS Road, Dehradun - 248001
Uttarakhand (India) Ph.: 9910179556


Director
(Pradeep Pandey)


Director
Tula's Institute, Dehradun

Undertaking

I Yad° Azam Floor Name Zoe S/O _____ permanent
R/O _____ accept all the terms and conditions of
employment stated above with FiveX Global Services Pvt. Ltd.

Employee Name: Yad° Azam

Employee Signature: _____

Floor Name: Zoe

Date: 13/04/23

UNDERTAKING FOR QUALITY PARAMETERS

- You cannot accept the card that is going to expire in current month.
- Customer can use only his/her spouse's card. Friend's or Family member's card is not accepted.
- Customer can use only his/her checking account. Family member's, Friend's or Spouse's check is not accepted.
- If card does not belong to customer or spouse then you can ask them to transfer the call to card/check holder and then start the script from starting and explain everything all again, collect information for card/check holder and complete the verification only with card/check holder.
- If customer mention anything related to Hospital, Nursing Home, Doctor appointment, ER, Surgery, Disability or anything which is related to health or physical or mental issues then it is mandatory to ask "Are you taking any medicine that may affect your decision making?" (Must get a NO on it.) You can't sell if it affects their decision making.
- It is mandatory to confirm all information (First and Last Name, Address, City, State, Zip code, Phone Number, Cell Phone Number (If any), Email address (If any), Date Of Birth, Name On Card/Check, Card or check information, Billing address, Authorization question etc.
- If customer says the reward as a card or cash then it is mandatory to explain that it is not a card, it is a shopping voucher.
- Only YES OR OK is accepted in authorization question and PET/Mag +MD Program. Yeah, alright, that's right, uhuh etc is not accepted.
- In case of credit or debit card it is mandatory to ask one of these:- age/birth year/date of birth
- In case of check it is mandatory to ask complete date of birth (MM/DD/YYYY)
- To sell Pet program customer must have a Pet
- Use rebuttals at least 3 times before letting go of the call
- after using rebuttal for 3 times also if customer is not interested then transfer the call to savings line
- In case of Misdiar(Light Green Calls) if customer ask that if we are from the company customer is looking for then it is mandatory to explain that we are American Shopping Benefits (A promotional company) and their call has been directed to us for the rewards they qualified for.
- We can not pretend to be the company customer is looking for in Green calls.
- It is mandatory to say UPTO word before \$100 rewards as customer might get \$50 rewards or \$100 rewards.
- Do not make sales on customer that is threatening you in any manner.
- It is mandatory to read Disclaimer at the end of every rebuttal you use for BS+ID and ask for the name after reading disclaimer only.
- It is mandatory to read terms statement for PET/Mags at the end of every rebuttal you use for Pet/Mags. (Terms Statement:- So under the terms just described, we will go ahead and get this out to you, ok? (Must get a clear Yes/Ok)
- It is mandatory to read billing (48 hours) statement for Pet/Mags programs.
- It is mandatory to read Recap statement for every sale. Sale without recap statement will not be accepted.
- Do not force any customer for the programs by saying that card has been already charged or anything like that
- Do not mislead any customer in any manner.
- Do not make sales on Bad Bin Cards.
- Do not charge the card again if it is declined once. Discuss with your supervisor and request them to run the card again if there is a genuine reason to run it again.
- Do not say that customer is not signing up for anything. By saying Name on disclaimer and Yes/ok on terms customer is signing up for the programs.
- DO NOT ABUSE OR CURSE ANY CUSTOMER UNDER ANY CIRCUMSTANCES. You will be terminated immediately if you are caught cursing anyone. Do not do it even after customer hang-up on you. (CURSING ANY CUSTOMER UNDER ANY CIRCUMSTANCES IS STRICTLY PROHIBITED.)

Undertaking

I Floor Name S/D/O permanent
R/o understand and promise to follow all quality
parameters under all circumstances. I understand that in case of not following quality parameters my company
has the right to remove me from services without any prior notice and I will be getting only basic salary, travel
allowance and meal allowance for the present days. (Excluding any kind of incentives allowances, bonuses or
other perks mention in LO)

[Signature]
Director
Tula's Institute, Dehradun

Employee Name: _____

Employee Signature: _____

Floor Name: _____

Date: _____

UNDERTAKING FOR TRAVELLING/COMMUTING ON YOUR OWN (Without Office Transport Service)

I Yash Aram
permanent R/o

Floor Name 20e

S/D/O

traveling to office on my own using my own vehicle or public transport and will be responsible for any kind of mishapening while coming to office or going back from office. My company FiveX Global Services Pvt. Ltd. Is not responsible for anything and not liable to pay any compensation in case of any mishappening. I declare that my company is not answerable or responsible for anything after office hours.

Employee Name: Yash Aram

Employee Signature: _____

Floor Name: 20e

Date: 13/04/23

DWS
Director
Tula's Institute, Dehradun

संकाय नं.: ४५०४०/०७३/०७४

जिष्ठा कादन: ११३१/०७३/०७४

पात्र नं.: ६०६२००५८९



बैदेशिक रोजगार लोक कल्याणकारी कोष

Foreign Employment World Welfare Fund (FEWWF)

Kupondole-1, Lalitpur, Nepal, Tel: 01-5527027, 5547979, 5551899

P.O.Box No.: - 53 Kathmandu, Nepal

(हामी प्रतिबन्धिता, बैदेशिक अपराध बिक्रमको एकता)

प.स.

मिति:

च.न.

13th Dec, 2022

Dear Waliullah Ansari,

Congratulation! We are pleased to confirm that you have been selected to work for Foreign Employment World Welfare Fund. We are delighted to make you the following job offer.

The position we are offering you is that of [Jr. Accountant]. This position reports to Managing Director, Ajanta Dhungana. Your working hours will be from [9AM to 6PM], Monday to Friday.

We would like you to start work on 20th December 2022. Please report to me [Pratigya Gauchan] on start date. For documentation and orientation. If this date is not acceptable, please contact us immediately.

Please sign the enclose copy of this letter and return it by 17th December 2022 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Sincerely,

Pratigya Gauchan

HR Manager



Director
Tula's Institute, Dehradun

To ,

Ashlesha Dhanain

Web Dev. Intern

DATE:

27 Mar 2023

-  +91-7456076316
-  ashleshadhanain@gmail.com
-  NA

SUBJECT: OFFER LETTER FOR WEB DEVELOPMENT INTERNSHIP (WFH)

Dear Ashlesha,

We would like to notify you about this opportunity of work from home Web Development Internship. We are pleased to offer you the position of Intern in Business Web Solutions. further abbreviated as BWS Inc.

The Internship will be under BWS Inc.(INDIA) which is Web Development and Designing Firm which provides a wide range of Business Solutions (Viz. Web development & designing, SEO, Marketing & Promotion etc.) registered office at 15A Ludlow castle Civil lines New Delhi India 110007, in which students will be given opportunity to work as an intern in Web Development & Design department. Company has its headquarter in USA and managed & run from there.

Please find the following confirmations/particulars which specifics your internship:

- 1.The tentative date of your internship is **29 Mar 2023** which will complete on **29 May 2023 (2 Months Duration)**.
- 2.Position Title: **Web Development (Intern)** and the mode is 100% Online (work from home), so no need to report anywhere.
- 3.Interns will do the related tasks on current running projects of the company such as design-related tasks in this period of time and will complete the tasks within the deadline given by the team.
- 4.Interns will get opportunities of working on multiple Web projects and tasks with the latest technology & tools.
- 5.Interns will get maximum LIVE support, easy, enjoyable, interaction sessions during specific project tasks and training.

We appreciate your interest in the Work From Home Internship with BWS. Good Luck.

Regards,



DESHRAJ GOENKA
Director -BWS Inc. (India)


Director
Tula's Institute, Dehradun

DEV TRADERS

3, S-17, 1, Aradhana Road, Vrindavan Garden,
Sahibabad, Ghaziabad, Uttar Pradesh 201005
Website: <https://devtraders.online>
Contact: 7217794004, 9718482432

26/12/2022



Offer Letter

Dear Shivam Pilania,

Congratulations! We are pleased to confirm that you have been selected to work for Dev Traders. We are delighted to make you the following job offer:

The position we are offering you is that of **Technical Intern** with an annual cost to company of 120000. This position reports to **Sohan Veer Singh**.

We would like you to start work on **09/01/2023**. Please report to **Sohan Veer Singh** for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by **07/01/2023** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

DEV TRADERS

Umesh Pilania
HR, Dev Traders

Director
Tula's Institute, Dehradun

INTERNSHIP CONTRACT AGREEMENT

PARTIES

- This Internship Agreement (hereinafter referred to as the "Agreement") is entered into on 09/01/2023 (the "Effective Date"), by and between **Dev Traders**, (hereinafter referred to as the "Company") and **Shivam Pilania** (hereinafter referred to as the "Intern") (collectively referred to as the "Parties").

INTERNSHIP POSITION

- The Intern has been assigned to the position of Technical Intern.

DUTIES AND RESPONSIBILITIES

- During the internship period, the Intern shall have the responsibility of performing duties as per the guidance of his/her mentor.

TERM OF AGREEMENT

- This Agreement shall be effective on the date of signing this Agreement (the "Effective Date") and will end on 9th June 2023.

PAY AND COMPENSATION

- The Parties hereby agree that this internship is voluntary and that the Intern will be paid honorarium for any services that he/she conducts at the Company.
- The Intern agrees that the honorarium is Rupees Ten Thousand per month only.
- The Intern agrees to forfeit any claim on the honorarium in case of termination of the contract at any time during the term of agreement of the contract.

TERMINATION

This Agreement may be terminated in the event that any of the following occurs:

1. Immediately in the event that the Intern breaches this Agreement.
 2. At any time by either party upon written notice to the other party.
- Upon terminating this Agreement, the Intern will be required to return all the Company's materials, products or any other content at his/her earliest convenience, but not beyond 7 days.

CONFIDENTIALITY

- All terms and conditions of this Agreement and any materials provided during the term of the Agreement must be kept confidential by the Intern, unless the disclosure is required pursuant to process of law.
- Disclosing or using this information for any purpose beyond the scope of this Agreement, or beyond the exceptions set forth above, is expressly forbidden without the prior consent of the Company.

[Signature]
Director
Tula's Institute Chandan

INTELLECTUAL PROPERTY

- The Intern agrees that any intellectual property provided to him/her by the Company will remain the sole property of the Company, including, but not limited to, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets.

INTERN RELATIONSHIP

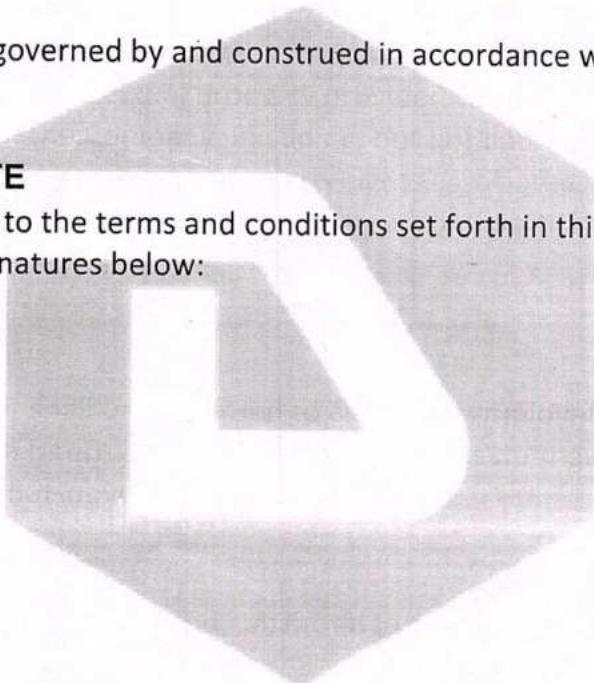
- Nothing in this Agreement shall be construed to create an employer-employee or principal-agent relationship between Intern and Company. Intern does not have the authority to bind Company in any manner whatsoever.

GOVERNING LAW

-This Agreement shall be governed by and construed in accordance with the laws of state of UP, India.

SIGNATURE AND DATE

-The Parties hereby agree to the terms and conditions set forth in this Agreement and such is demonstrated by their signatures below:



[Signature]



Director
Tula's Institute, Dehradun

PARADOX ALPHA FOUNDATION

U85300UR2021NPL012737

OFFER OF APPOINTMENT AS AN INTERN

Dear Deepak Verma,

It was our pleasure to note your interest and having opportunity to professionally interact with you.

Congratulations! Based on our discussion, we are pleased to inform you of your appointment as intern in our organisation based on the following. Terms and conditions:

1.	Designation	DevOps Intern
2.	Date of Joining	Immediate
3.	Location of Work	Work from Home / Online
4.	Company CIN No	U85300UR2021NPL012737
5.	Contact Info	+91-7597204890 keshav.paradox@gmail.co
6.	Email Contact	m
7.	compensation	See Table Below

Rs 10,000/- depend on performance

Salary Components

Minimum Pay

*- Minimum work done during every month should include: 10 Performance Based (Time effort needed - 10-30 hours based on the intern's skills).

- As an intern progresses and learns the skills, intern will progress from minor to major to feature bugs. In the first month, intern will mostly work on minor bugs.
- Hikes will be provided on the offer if intern shows great commitment and zeal to learn and deliver.
- If the intern doesn't work properly and minimum work is not completed, management reserves the right to continue/terminate the internship with/without the pay earned for the work done as per the decision taken by the management.
- Intern needs to fix (merge) at least 10 bugs/month for 6 months to finish internship.

All entitlements given above are applicable after you have joined PARADOX. The entitlements are subject to company policies / procedures / guidelines that may be issued / modified from time to time.

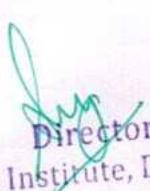
This Offer of Appointment is valid for 15 days from the date of this email. You are requested to confirm your acceptance by replying to our e-mail with an acknowledgement (YES, I, (Your Name) accept the offer).

In case you fail to communicate your acceptance in writing within 15 days of the date of this email, the Offer shall stand revoked.

By accepting this Offer of Appointment, you are accepting all the Terms and Conditions set forth herein and as attached to this Offer of Appointment in various Annexures (Annexed herewith as Annexures 1A and 1B).

We welcome you and look forward to your being a part of ParadoxFamily.

Keshav Agarwal (Co-Founder / CEO) Paradox Alpha Foundation


Director
Tula's Institute, Dehradun

PARADOX ALPHA FOUNDATION

U85300UR2021NPL012737

ANNEXURE – 1A

Terms and Conditions of Employment

1. REPORTING / JOINING

Your Appointment shall be effective from your Date of Joining.

2. PROBATION

You will be on probation for a period of 1 (One) month from the date of your joining. However, your probation period can be extended further at the sole discretion

of the Company; if your performance / conduct is found to be unsatisfactory. You will continue to be on probation until confirmed in writing.

3. PLACE AND TIME OF WORK

As a full time, online internship, you are accepted to work from 9 AM – 7 PM from Monday to Saturday during the tenure of the internship, you might be requested to work outside the above-mentioned office hours in case of not completing the task on the deadline.

For full-time in-office employees: Your place of work will be as mentioned in the Offer of Appointment. However, your services are transferable to any place within the country or abroad or to any of the Paradox associate/sister concern or its subsidiary, whether are or as may be established or acquired later on, at the sole discretion of the Company.

In case you are transferred to any other location, you will be governed by the terms and conditions of service applicable to the new place of posting / assignment including compensation, leave and holidays, working hours and other related policies.

4. DATA PRIVACY

The Company requires that you shall observe Data Privacy as per Company's regulations/ policy, regarding the processing and protection of any personal information and/or data to which you may have access to in the course of your duties, and shall report any infringement relating to the manner in which personal information or other data is processed to the Company immediately. In the event of any breach of the said undertaking, the Company shall be entitled to take such action against you as per the Company Rules and/or applicable law.

5. NON-DISCLOSURE

Unless authorized in writing by the Company, you shall not divulge, communicate or pass on any "confidential" information in any form, related to any aspect of the Company to anyone outside the Company.

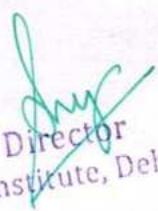
You acknowledge that the Company owns trade secrets and confidential and proprietary information that are very important to the success of the Company's business. In addition, the Company has confidential information and assets belonging to other persons (whether individuals, firms, corporations or other entities) that the Company is obligated to keep confidential. The expression "Confidential Information" refers to all and / or any of the trade secrets and confidential and proprietary information owned by or in the custody of the Company. You agree that all Confidential Information is the exclusive property of the Company and you will be responsible and will take steps necessary to protect the Confidential Information. You agree that, during your employment and after your employment ends, whatever the reason of such termination, you will not use, reproduce, or disclose any of the Confidential Information, except in the normal course of your job for the Company, or unless an Authorized officer or the Company gives you written permission in advance. You agree to return any Confidential Information (and all copies) in your possession on cessation of your employment with the Company.

6. PROFESSIONAL ETHICS

You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. Please deal with the Company's money, material and documents with utmost honesty, moral and professional ethics.

7. RESIGNATION / TERMINATION

You shall give a One Month prior notice to the Company before you can be officially relieved from your work. For Interns whose location is Work from Home, the period is One Week.


Director
Tula's Institute, Dehradun

PARADOX ALPHA FOUNDATION

U85300UR2021NPL012737

ANNEXURE – 1B

This is a summary of working hours, leave and holidays, retiral benefits as may be applicable from time to time including some of the benefits & entitlements. These are subject to change as per applicable laws and/or at Company's discretion. In case of any clarification please contact Human Resources. WORKING HOURS Being an IT/ ITES Company we operate 24x7, the general shift starts at 0900 hours and ends at 1900 hours Monday through Saturday with half an hour lunch break. Depending upon the business requirements and exigencies of work you may be deputed in any shifts including night shift as also to any other office / work / project site in which case your working hours / shift working as may be prevalent at such places shall apply on you... You may be required to sign a consent form at the time of joining the Company.

LEAVE AND HOLIDAYS

As per the Company's policy you will be entitled to 6 days Casual Leave and 15 days of Privilege/ Earned Leaves. These will be pro-rated in case you join any time during the year. The Company also provides 12 festival / public holidays including national holidays, which are announced in advance every year. The holidays vary depending on the location of your job assignment. There will be no leaves and holidays under probation period.

PAYMENT MODE

Payment shall be made to your Bank Account through Online transfer. You are required to submit your complete bank details to the hiring HR at the time of joining.

ANNEXURE – 1C

1. Internship can be extended to beyond 6 months. Please discuss with your manager.
2. Full time offers may be rolled out depending on the management decision (after the internship is over). Please discuss with your manager.
3. 1 month notice period to be given to your manager before you wish to end the internship. Without a one-month notice period, the internship will not be ended even if you have reached the end of 6 months term. It is intern's responsibility to notify the manager at end of the 5th month in case he/she wants to be relieved after 6 months timeframe completion.
4. Leaves required due to upcoming exams must be informed to your manager at least 1 week in advance. Leaves taken during the internship will extend the term by similar duration.

From:

Keshav Agarwal

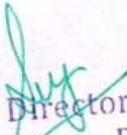
(sign above this line)

Name - Keshav Agarwal
Email - keshav.paradoxalpha@gmail.com
Contact - +91-7597204890

To:

(sign above this line)

Name - Deepak Verma
Email - deepcloud.28@gmail.com
Contact - +91-8449590381


Director
Tula's Institute, Dehradun



Betalectic

BETALECTIC IT PROJECTS PRIVATE LIMITED

CIN - U74930TG2014PTC095843

<https://betalectic.com>

Dear Ayush Nautiyal,

22nd June, 2022

Betalectic IT Projects Pvt Ltd is pleased to offer you Internship in Applications Development. The following are the details of your offer:

Commencement Date

27th June, 2022

Reporting to

Manasa Madapu

During your internship, you will be entitled to a stipend of Rs. 10,000/- per month.

By accepting this offer, you agree that,

1. No trade secrets or proprietary information belonging to any previous employer will be disclosed or used by you at Betalectic IT Projects Pvt Ltd and
2. Similarly any inventions, trade secrets of Betalectic IT Projects Pvt Ltd will not be disclosed elsewhere.

We are very excited about the contributions you will be making at Betalectic. We also feel that this represents a chance for you to extend your professional career in a very exciting, visible and rewarding environment. Welcome to the Betalectic family and all the best!!

Please check Annexure A for more details about the terms of internship.

I look forward to you joining the team.

Sincerely,
Manasa Madapu
CEO

[Signature]
Director
Tula's Institute, Dehradun

Annexure A:

Place of Work:

You are required to work from home/safe remote location.

Duties

Given the fluid nature of the environment and consequent business needs, your designation, position and duties may be changed at Betalectic's discretion. Betalectic may also transfer you to any other company by virtue of any corporate restructuring, merger or takeover, etc. by / of Betalectic. You shall report to such person(s) as may be designated by Betalectic from time to time and will be subject to supervision as per the policies and discretion of Betalectic.

Conduct & Discipline

You must perform such duties as may from time to time be assigned to you. You must also comply with all reasonable directions made by Betalectic.

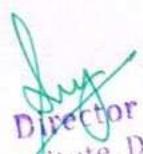
During your internship, you must well and faithfully serve Betalectic and use your utmost endeavors to promote its interests, and devote the whole of your time, attention and abilities to its affairs during the hours in which you are required to perform your duties.

You must not undertake or cause any action or deed which might in any way adversely affect Betalectic's reputation or good standing, or those of its products or services.

Confidentiality

As an employee/intern of Betalectic, you have and will have access to a wide range of confidential information that is valuable to Betalectic, and its Members, affiliates, clients, licensees, partners and vendors(collectively, the "Related Parties"). "Confidential Information" includes any information that is known to Betalectic and not generally known by or available to third parties other than Related Parties. Examples of Confidential Information include inventions, trade secrets, unpublished original works of authorship, technical data, knowledge or know-how, marketing information, business strategy, promotional plans, company financial information, customer lists, account information, and information regarding the business or finances of Related Parties and/or cardholders.

You must not, during your internship with Betalectic, use the Confidential Information for any purpose whatsoever other than the performance of your responsibilities as an employee of Betalectic. You must not disclose or cause or allow to be disclosed Confidential Information to any unauthorized third party. You must take reasonable precautions to prevent unauthorized disclosure of Confidential Information. If Betalectic authorizes you to disclose Confidential Information to a third party, you must do so only after ensuring that the third party is bound by appropriate non-disclosure obligations. Your unauthorized


Director
Tula's Institute, Dehradun

disclosure of Confidential Information could lead to termination of your internship with Betalectic, as well as legal action.

You agree to keep confidential all information disclosed in confidence by a third party to Betalectic, and you must only use such information to carry out work based on Betalectic's agreement with that third party. You must not use on behalf of Betalectic, disclose to Betalectic, or induce Betalectic to use any information belonging to any of your former employers. You confirm that Betalectic has not asked or encouraged you to disclose information belonging to any former employer.

The projects/ideas/source code that are shared with you during your internship are strictly confidential. You are unauthorized to disclose them or pursue something similar on your own or with other individuals and you are not allowed to copy the similar ideas for your own perusal.

Upon the end of your internship with Betalectic, or upon Betalectic's earlier request, you must deliver to Betalectic all Confidential Information and all Betalectic Property that you may have in your possession or control, including any and all copies thereof. "Betalectic Property" includes, but is not limited to, computers, equipment and other devices, records, files, notes, reports, memoranda, proposals, lists, correspondence, specifications, drawings, and other documents or tangible property, originals or copies. In the event of damage or loss to Betalectic Property, you shall be liable for the same and Betalectic reserves its right to deduct the cost of such articles from your compensation or take such other action as it may deem proper.

These obligations apply during and after your employment/internship. By joining this internship, you are acknowledging and agreeing to the terms of this internship.

[Signature]
Director
Tula's Institute, Dehradun



May 22, 2021

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Program

Wipro Limited, Doddakannelli

Sarjapur Road, Bengaluru - 560 035.

Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Jasvindra kaur

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M. Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Director
Tula's Institute, Dehradun

Registered Office:

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Doddakannelli F : +91 (80) 2844 0054

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Bengaluru 560 035 W : wipro.com

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

[Signature]
Director
Tula's Institute, Dehradun

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ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Name:

Date: ___/___/___

Signature:.....

[Handwritten signature]
Director
Tula's Institute, Dehradun

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ANNEXURE - III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

[Signature]
Director
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ANNEXURE II

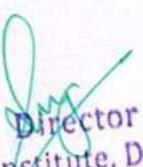
I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

Name:

Date: ___/___/___

Signature:.....


Director
Tula's Institute, Dehradun

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ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I _____, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: ___/___/___

Signature.....

Director
Tula's Institute, Dehradun

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17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on ___ / ___ / ___

Name: _____

Signature: _____ Date: ___ / ___ / ___

Place: _____

Director
Tula's Institute, Dehradun

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- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.



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11. Posting:

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

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- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. Confidentiality:

- In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

10. Assignment of Intellectual Property:

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

S. S.
Director
Tula's Institute Dehradun

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aa. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

7. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any student/scholar trainee of the WILP to abandon / withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - ii. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - iii. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - iv. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.

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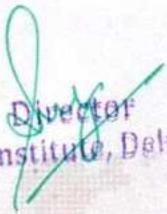
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Director
Tula's Institute Dehradun 20747122

- o. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- p. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- q. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- r. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- s. The 8th semester of study is fully devoted for dissertation / project work
- t. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- u. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- v. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- w. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- x. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.
- y. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- z. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.



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 India C : L32102KA1945PLC020800



5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- a. You will be enrolled for M Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- b. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- c. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- d. You will not be able to change Specialization track after enrolment.
- e. Overall program duration is 4 years from date of enrolment of academic program.
- f. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- g. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- h. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- i. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- j. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- k. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- l. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- m. Attending 75% of contact session is mandatory for each course to appear for examinations.
- n. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

[Signature]
Director
Tula's Institute, Dehradun



The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal.

4. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/- (Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

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Page 4

Director
Tula's Institute, Dehradun

20747122



Terms & Conditions of scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **Rs 2, 00,000** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

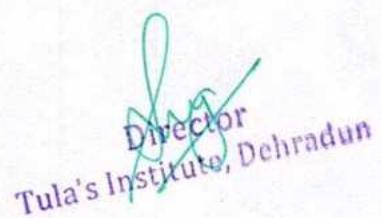
Director
Tula's Institute, Dehradun

Registered Office:

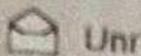
Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

**Endorsement**

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Signature:**Date:**
Director
Tula's Institute, Dehradun**Registered Office:**

Wipro Limited T : +91 (80) 2844 0011
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Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



Unread/ Read



Search People



Share to Teams



e a break from home, welcome back to the office!

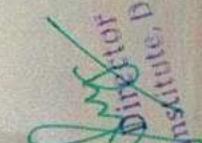
Employee Communication

To Employee Communication

[Reply](#)[Reply All](#)[Forward](#)

Fr 3/25/2022 11:36 AM

As the number of Covid-19 cases decline, we look forward to welcoming all our colleagues back to office. Beginning April 4, 2022, fully vaccinated employees will have the option to return to work from our India offices, thrice a week, on Mondays, Wednesdays and Fridays.

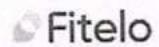

Tula's Institute, Dehradun
Director

Our return to office process is based on the following guidelines:

- Our offices will be open three days a week (**Mondays, Wednesdays and Fridays**). All colleagues, across all bands are welcome to work from office on these days.
- If you choose to come to office, please work from your base campus/location only
- Due to regulatory reasons, you must use the pre-COVID workspace at the base location that you are tagged to. If you don't have an assigned workspace and need help with seating, please connect with your manager and then reach out to EMG-Workspaces@wipro.com at least 24 hours in advance
- You must be fully vaccinated and self-rostered on the Wipro Health COV-ER app before visiting an office.
- For those working on client accounts, client-specific guidelines will continue to apply based on client requests.

Please reach out to your manager to decide on the days you and your teammates will work from office on a rotation basis. This will help us ensure a safe and socially-distanced environment.

For your health and safety there will be a greater focus on workplace sanitization, social distancing, and masking requirements. Only fully vaccinated colleagues, based on the voluntary disclosure made on myWipro, will be permitted inside our offices to ensure everyone's safety.



Date: 05-December-22

Letter of Internship

Dear Gaurav Shukla,

We're delighted to extend this offer of Internship for the position of "**Node Js Developer**" at **Fitelo**, a unit of **No Guilt Fitness & Nutrition India Pvt. Ltd.**

Your internship is scheduled to start effective **Monday, 12th December 2022** for a period of 6 months. Your Monthly Stipend would be **Rs. 16,000 /-INR.**

All of us at **Fitelo** are excited that you will be joining our team!

We are all looking forward to having you on our team.

Best regards,

Mehak Deep Singh
Co-founder and Director

Mehak Deep Singh
Director
Tula's Institute, Dehradun



Date: 05-December-22

Letter of Internship

Dear Piyush Kumar ,

We're delighted to extend this offer of Internship for the position of "**Node Js Developer**" at **Fitelo**, a unit of **No Guilt Fitness & Nutrition India Pvt. Ltd.**

Your internship is scheduled to start effective **Monday, 12th December 2022** for a period of 6 months. Your Monthly Stipend would be **Rs. 16,000 /-INR.**

All of us at **Fitelo** are excited that you will be joining our team!

We are all looking forward to having you on our team.

Best regards,

A handwritten signature in black ink, appearing to read "Mehak Deep Singh".

Mehak Deep Singh
Co-founder and Director

A handwritten signature in purple ink, appearing to read "Director Tula's Institute, Dehradun".

DUNZO DIGITAL PRIVATE LIMITED.

Saideep Srinidhi' No. 2, 1st Floor, NAL Wind Tunnel Road, Murugeshapalya, Bangalore – 560017,
Karnataka, India.

Dear Ayush Sharma

Congratulations! We are pleased to confirm that you have been selected to work for DUNZO DIGITAL PRIVATE LIMITED. We are delighted to make you the following job offer:

The position we are offering you is that of Software Development Engineer-I with an annual cost to company of 12Lpa. This position reports to Anuska puri.

We would like you to start work on 26-fab-2023. Please report to Anuska puri for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 09-mar-2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of DUNZO DIGITAL PRIVATE LIMITED. Look forward to working with you.

Sincerely,

Posting

Your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

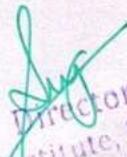
- Probation

That you will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

- Full time employment

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Management of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

- Confidentiality


Director
Tula's Institute, Dehradun

You will not, at any time, during the employment or after, without the consent of the Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

- **Responsibilities**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

- **Authority**

No authority is vested upon you to make any financial commitment and enter into agreements/contracts/understandings of any nature with any second party and third party without seeking the prior permission/approval of the management. Any violation to exceed your specified authority as mentioned will be seriously viewed and disciplinary/appropriate legal action will be taken.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	55000
Special Allowance	9,125
Leave & Travel Allowance	9000
Total	73,125

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of TDS, PF, ESI and professional taxes in accordance with applicable law.

S. S. S.
Tula's Institute
Director
Tula's Institute, Dehradun

Ref. No.: CST/2023/18/45

Date: March 20, 2023

Dear Samdarshi Vikram Singh.,

On behalf of Cyber Shines Technologies Pvt Ltd. ("Company"), it is my pleasure to extend this offer of employment to you as "**SalesForce Trainer**", in our Educational Training Program in **Warangal**, India operation in accordance with the terms contained herein. The position we are offering you is that of SalesForce Trainer at **Vaagdevi Engineering College, Warangal** with an annual cost to the company of **Rs.5,63,400/-**.

Background Check

- This employment offer is contingent upon completing your background screening as per Company policy. Should you choose to accept this offer of employment, your employment will commence on or before **28th March 2023** ("Joining Date") and will continue, subject to the terms and conditions set out herein and provided that you successfully clear background checks to the Company's satisfaction.
- While our endeavour is to complete your background checks as soon as possible, there are certain challenges owing to COVID-19-related exigencies. Nevertheless, the Company will conduct these checks as soon as feasible.
- It is clarified that your employment will not commence on the Joining Date if the results of your background check are obtained prior to the Joining Date and if the results are not to the satisfaction of the Company. Further, if your background check results are obtained subsequent to the Joining Date, and are not to our satisfaction, the Company will have the right to forthwith terminate your employment with the Company.
- Thus, the commencement and continuation of your employment with the Company is contingent on the Company being able to successfully verify your previous employment as well as your educational background. If your background verification is unsuccessful due to insufficient documentation to support your previous employment, or if you do not pass the educational background check as per Company policy, the Company reserves the right to terminate your employment per the provisions of this offer letter.

In addition to the above, you will be appointed on the following terms & conditions:

Designation: **SalesForce Trainer**

Total Cost to Company: **Rs.5,63,400/-** Per annum (Five Lakhs Sixty-Three Thousand Four Hundred Rupees Only)

Your appointment will be effective from the Joining Date, failing which this appointment will stand automatically withdrawn. Your Posting will be at Warangal, India. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now

existing or still to be formed. Such transfer/deputation will be in accordance with the company's rules being in force at the time.

Your probation period will be for two months starting from the date of your joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behaviour, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above.

Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 58th birthday.

The company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty-five, if it is of the opinion that you are not physically or mentally fit enough to perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

You shall at all given times achieve the KRA AND KPI assigned to you, failing to do so the company reserves the right to take action including but not limited to termination compensation thereof.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property, etc., shall be executed by you.

You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

You will abide by the Rules and Regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

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 or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The benefits provided by the Company as outlined herein and in Company policies are subject to change at the discretion of the Company.

You shall inform the Company of any change in your personal data within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

In your work for the Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other parties, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other parties.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Samdarshi Vikram Singh., we take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.


Director
Tula's Institute, Dehradun

CYBER SHINES

TECHNOLOGIES PVT. LTD.

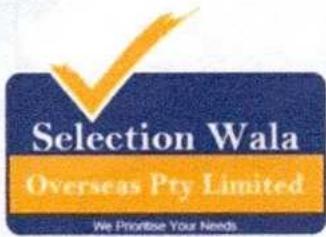
Reg. Office: 98, Kushinagar, Jaripatka, Nagpur,
Maharashtra – 440014.
Corporate Office: Block 5, Mahalaxmi Building,
Dhantoli, Nagpur – 440012, Maharashtra

Annexure-01

Earnings	Per Month	Deductions	Per Month
Basic	15000	PF	1800
Dearness Allowance	5000	PF Employer Contribution	1950
House Rent Allowance	10000	Income Tax*	
Other Allowance	10000	Professional Tax	200
All Cash Reimbursements	5000	Loan Advances	1600
PF Employer Contribution	1950	Perquisites	3600
Gross Pay	46950	Gross Deduction	9150
Net Pay	37800		

* ELECTRONICALLY GENERATED AND DOES NOT NEED A SIGNATURE*

Suj
Director
Tula's Institute, Dehradun



Selection Wala Overseas Pty. Limited

Corporate Office:
U-17, Sector 22,
Noida UP - 201301
Tel: +91 80 7652 7542
corp.swala@gmail.com

REG: UDYAM-UP-28-0049535

Company Confidential : 9038938/639

Training ID : RMG.PA90388438

Date : 15-Nov-2022

Place : Noida - Remote WFH

Subject: Pre-Employment Training Enrolment Confirmation

Dear Priya Arya

Congratulations!

We are pleased to inform you that you have been enrolled for pre-employment training for Business Process Manager. The Business Process Manager will undergo the Foundation Program Training ("The FPT") program currently sponsored by the Company which will commence on the Business Process Manager joining the Company.

Training Program Duration : 90 Days

Time : 9 Hours (10 AM to 7 PM)

Location : Noida - Remote WFH

Proposed Date of commencement of training program : 16-Nov-2022

The Company reserves the right to extend the duration of your training.

Please note that this is not an offer of employment with Selection Wala Overseas Pty. Ltd and the Company is no way responsible for your pre-placement offer after completion of pre employment training program. You shall not be entitled to any insurance, pf, esic, gratuity benefits, facilities and payment from the company during this pre-employment tenure. Thereof, during your training period You will be entitled to get payout of Rs. 15,328 CTC per month plus performance based-incentives, official travel benefits and any extension thereof as per the company policies.

The Company reserves the right to terminate your participation in a training program at any time at the sole discretion of the Company.

In case you fail to attend the training for consecutive period of 3 days and/or fails to successfully complete any certification at any stage of training period, then your participation in the training program stands terminated automatically.

We wish you very best.

Thanking you,

Yours faithfully,
For Selection Wala Overseas Pty. Limited

A handwritten signature in black ink, appearing to read "Yogita Jain".

Yogita Jain
RMG.HRM@swopl.org
Manager - Human Resources
(Resource Management Group)

A handwritten signature in blue ink, appearing to read "Director Tula's Institute, Dehradun".
**Director
Tula's Institute, Dehradun**

**We
Prioritise
Your Needs**

September 27, 2023

G130303

Mr. Shashi Patel

Ward no. 09 Gram-Post Bhelahi Thana Palanwa Raxaul East
Champaran
East Champaran
Bihar 845305

Letter of Appointment

Dear Shashi,

Based on our recent discussions with you, we are pleased to extend you an offer to join Globiva Services Private Limited (hereinafter referred to as 'the Company' or 'Globiva') in our delivery office at **Gurgaon & Infotech Centre**. You will be placed in our **G01** and designated as **Associate**.

1. Your employment is effective from **September 25, 2023**.
2. Your annual compensation will be **INR 216,000 (Rupees Two Lakh Sixteen Thousand Only)** and will be structured as per the attached **Annexure-I "Compensation Structure"**. This will continue to be applicable until further communication on the same. All tax liabilities arising out of your compensation package, present or future, shall be borne by you.
3. Your employment with Globiva will be governed by the attached **Annexure-II "Terms of Employment"**. You are required to carefully read, understand and accept these Terms of Employment as a part of accepting this offer.
4. Upon joining, you may undergo training program in our Globiva office in Gurugram to acquire the knowledge to enable you to successfully perform to the expectations of the position offered to you. This offer and your employment with Globiva are contingent, upon you successfully completing the training program as per the satisfaction of Globiva. Failing which, Globiva may, in its sole discretion, elect to terminate or suspend your employment immediately.
5. You are required to provide copies of all mandatory documents required by the Company before joining and during your employment, as per the timelines communicated by the Company from time to time. These documents include, but are not limited to, your education certificates and past employment's experience letters. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

To indicate your acceptance of this offer and employment with Globiva, please submit a copy of this letter and all Annexures with your signature on each page.

Wishing you a rewarding career with Globiva and look forward to your joining us.

Yours sincerely,

For Globiva Service Private Limited


Authorized Signatory

ACKNOWLEDGED AND AGREED

Shashi Patel

September 27, 2023


Shashi Patel
Director
Tula's Institute, Dehradun

Enclosures:

1. Compensation Structure (Annexure I)
2. Terms of Employment (Annexure II)

COMPENSATION STRUCTURE

Your compensation is as mentioned below:

Components	In INR
Basic Salary	9273
House Rent Allowance	5564
Gross Salary (P.M.)	14837
Employer Provident Fund	1206
Employer ESIC	482
Labour Welfare Fund	61
Gratuity	446
Statutory Bonus	968
Total Retirals	3163
Monthly CTC	18000
Annual CTC	216,000
1. All Reimbursement will be paid as per prevailing IT rules and company policies in effect from time to time. 2. The above compensation will be subject to Income Tax regulations in force from time to time. 3. The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax and LWF. 4. Gratuity to be payable as per the payment of Gratuity Act.	

(Signature)
Shashi Patel



Director
Tula's Institute, Dehradun

TERMS OF EMPLOYMENT

Your employment for Globiva Services Private Limited ("Company" or "Globiva") will be governed by Company's policies, as modified, from time to time and at Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read in conjunction with Company policies. Any policy infraction will amount to breach of your terms of employment and may lead to termination of your services. These Terms of Employment and policies shall be subject to modifications, from time to time, upon notice to you.

1. Probation

- 1.1. You shall be on probation for a period of one hundred and eighty (180) calendar days from the effective start date of your employment with Company. Company may, in its sole discretion, at any time extend this period of probation for an additional period up to sixty (60) calendar days upon notice to you.
- 1.2. Unless otherwise communicated to you by Company, the probation period shall expire one hundred and eighty (180) calendar days after your effective start date, unless the probation period is extended up to an additional sixty (60) calendar day period, in which case, the probation period shall expire after a maximum of two hundred forty (240) calendar days after your effective start date.
- 1.3. Notwithstanding anything contained herein, during first three months of your continuous employment during your probation period, Company may terminate your employment at any time without notice and without assigning any reason thereof.

2. Employee screening

- 2.1. You acknowledge and agree that Company has offered you employment based on the specific information and records furnished by you or on your behalf. You will provide or arrange to provide any information and/or grant any consent or permission required by Company and/or its agents from time to time to verify any such information and/or records and/or perform any background and/or reference checks. If, at any time, Company believes, at its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you or on your behalf, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to cooperate with Company and/or its agents in conducting such verification and/or background and/or reference checks, Company may, at its sole discretion, elect to terminate or suspend your employment immediately.

3. Duties

- 3.1. The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients.
- 3.2. You will devote your work time solely to the Company activities. You will not take on any employment or work of any nature without the written consent of management of the Company.
- 3.3. In case you are found taking up any other employment except mentioned permission, your services shall be liable to be terminated without any notice and without assigning any further reason.

4. Hours of Work

- 4.1. You may be required to work on a shift basis. Shifts maybe scheduled across twenty-four (24) hours a day, seven (7) days a week and three hundred and sixty-five (365) days a year, subject to applicable laws. Company may, at any time and in its sole discretion, change the shift timings upon notice to you. You may be required to work up to 10 hours excluding break.

Tula Singh
Director
Dehradun

4.2. Out of business requirement, you may be required to work out of our client's office/site. During such a deployment, you will be required to align your daily hours and/ or regular work week as per the client's working norms.

5. Place of Employment

- 5.1. You acknowledge and agree that you may be assigned, transferred or deputed to offices, departments or units of Company and/or its affiliates and/or their contractors and clients. In the event of any such assignment, transfer or deputation, you may be required to consent to and/or agree to certain other agreements or policies applicable to such an assignment, deputation or transfer.
- 5.2. In the event of any assignment, transfer or deputation of your services, your salary and other benefits may be adjusted in accordance with Company's policies with respect to such an assignment, transfer or deputation.

6. Travel and Expenses

- 6.1. You may be required to travel in connection with your employment with Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during course of your employment will be reimbursed in accordance with the travel and expense policy of Company.

7. Salary and Benefits

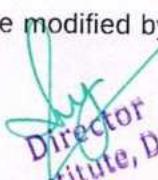
- 7.1. Your compensation will be reviewed on an annual basis and your salary may be revised depending upon various factors, including your performance during the preceding performance period.
- 7.2. Notwithstanding the above, you acknowledge that it is Company's policy to review the compensation payable to its employees and such compensation may be decided basis employee and Company overall performance.
- 7.3. In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. Company may, upon notice to you, at any time and in its discretion, amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be prorated depending on your effective start or effective termination date.
- 7.4. Under applicable laws, you may be able to participate in schemes sponsored by the Govt of India and any relevant state governments. On being covered under any of these schemes, Company may, at any time and its sole discretion, deduct from your salary, upon notice to you, portion of any contributions payable by you under the schemes.

8. Leave Policy

- 8.1. Company's leave policy shall apply to your employment and may be modified by Company at any time, in its sole discretion, upon notice to you

9. Termination

- 9.1. Your employment shall terminate immediately:
 - 9.1.1. When you reach the age of sixty (60) years.
 - 9.1.2. Upon completion of continuous employment of three (3) months during probation period or upon confirmation of your services, your services are liable to be terminated by Company on giving you 30 days' notice (for the employees for the Grade G01 and G03) or 60 days' notice (for the employees for the Grade G04 and above) in writing or by paying your monthly gross salary in lieu of giving such notice.
 - 9.1.3. If you decide to leave services of the Company at any time, you will be required to give not less than 30 days' notice (for the employees for the Grade G01 and G03) or 60 days' notice (for the employees for the Grade G04 and above) in writing and the Company may at its sole discretion relieve you of your duties anytime during the notice period.


Director
Tula's Institute, Dehradun

duties before the completion of the mandatory notice period with or without payment of salary in lieu of such notice period or shortfall therein.

- 9.1.4. Upon Company's notice to you, if you are in breach of any of the terms contained herein or any of the Company's policies and you have failed to cure such breach within thirty (30) calendar days of notice of such breach.
- 9.2. Company may terminate your employment immediately, with or without notice, on occurrence of:
 - 9.2.1. Theft, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, Harassment.
 - 9.2.2. Engaging in misconduct (wilful, intentional or otherwise) during or in connection with performance of your obligations hereunder, act of fraud or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or
 - 9.2.3. Involvement in any act of immoral activities.
 - 9.2.4. If it has been alleged and prima facie established through preliminary internal inquiry that you have committed sexual harassment

10. Consequences of termination

- 10.1. Upon termination or expiration of your employment, for any reason, or as otherwise requested by Company, you will return to the Company:
 - 10.1.1. Any property belonging to the Company, that is in your possession, custody or control, including but not limited to laptop computer, software, company mobile phone, identity card, access card and other devices with details of any passwords or user ids installed therein; and
 - 10.1.2. All Confidential Information and any work product, including any documents and information, and any other documents or any written or machine readable material relating to the business and affairs of the Company or third parties that you have obtained access to by virtue of your employment with the Company, of whatever description or in whatever form, tangible or intangible, in your possession, custody or control together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents or work product.
 - 10.1.3. After termination or expiration of your employment, you shall not make any representations to any third person, entity or corporation for or on behalf of the Company, including use of the name of the Company or the logo of the Company. You shall also inform all concerned parties, as well as update all your professional references or social media accounts. During your employment, and thereafter, you shall not make any adverse written or oral statement or take any action, directly or indirectly, which you know or reasonably should know to be disparaging or negative concerning the Company publicly (including on any form of social media) or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements be made which you know or reasonably should know to be disparaging negative concerning the Company, or from urging or influencing any person to make any such statement.
- 10.2. Upon termination or expiration of your employment, for any reason, Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you hereunder, including costs and expenses incurred towards your training.
- 10.3. Any termination of employment or these Terms of Employment by Company shall be without

10.4. Company, in cases of data theft, failure to return company property and/or compromise of company confidential information, or any other violation of your obligations under this clause 10, non-settlement of monetary dues, by the employee, shall be entitled to, at its sole discretion, withhold the relieving letter and all other documents regarding your employment hereunder.

11. Confidentiality

- 11.1. You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their employees, contractors and/or clients. At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such confidential Information.
- 11.2. During the term of your employment and thereafter, you shall:
 - 11.2.1. hold the Confidential Information in the strictest confidence;
 - 11.2.2. not make known, communicate, share, provide access to, transfer, disclose, reproduce, distribute or use or attempt to use, reproduce, distribute or disclose or otherwise make available, the Confidential Information, at any time, either during or after your employment with the Company, except as expressly permitted in writing by the Company and solely for the purpose of performing your assigned duties for the Company for which such Confidential Information was disclosed to you and you shall also use your best endeavours to prevent any other person from doing so;
- 11.3. You confirm that you will maintain confidentiality with regards to records, documents and other information relating to the business of the Company which may be confided to you. You shall immediately return any records, documents and other information of the Company and shall not retain or share any copies in any form upon cessation of your services.
- 11.4. "Confidential Information" means any proprietary or confidential information, work product whether produced by you or other resources of the Company or provided to you by Company or on Company's and its affiliates' and their employees', contractors' and/or clients' behalf.

12. Data Privacy Policy

- 12.1. Company may, in connection with your employment, receive personal data relating to you or third parties associated with you (such as your spouse or children). Such data may be received from you, or from other sources, and some limited personal data maybe recorded directly or indirectly by internal security systems or by other means. By signing these Terms of Employment, you consent to the terms and conditions of the Privacy Policy, as maybe modified by Company at any time, and in its sole discretion, upon notice to, and you expressly consent to the following:
 - 12.1.1. the processing of your personal data in accordance with the Privacy Policy;
 - 12.1.2. the collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Privacy Policy;
 - 12.1.3. the transfer worldwide of personal data held about you by the Company to other employees and offices of the Company and to third parties where disclosure to such third parties is required in the normal course of business or by law

13. Non-Compete

- 13.1. During the term of your employment or these Terms of Employment, you will not directly or indirectly, either alone or jointly with or as manager, agent, consultant or employee of any person, firm or company, engage yourself in any activity or business which could result in direct or indirect competition with the business of the Company.

Tula's Institute Director Dehradun

14. Warranties

- 14.1. You warrant that your employment with Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to
- 14.2. You warrant that you have satisfactorily completed all of your obligations under any

or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company

- 14.3. You hereby represent and warrant that you shall not bring into Globiva premises (or use in any manner) any third party documents or materials with yourself to Globiva, including any such documents or materials from your previous employer. To the extent you feel that your employment at Globiva would require you to bring any third party documents or materials to Globiva; you shall not bring any such documents or materials unless you have taken all permissions/approvals from the third parties before accepting the offer from Globiva. You further represent and warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise. You agree and acknowledge that a breach of this provision shall entitle Globiva to terminate your services with immediate effect.
- 14.4. You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Conduct, Corrective and Disciplinary Action Policy, Information Security and Leave Policy amongst others) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.

15. Indemnification

- 15.1. You agree to indemnify the Company and its affiliates for any losses or damages sustained by Company and its affiliates which is caused by or related to your breach of any of the provisions contained in this Terms of Employment.

16. General

- 16.1. These Terms of Employment and your employment is personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. Globiva may assign these Terms of Employment, in part or whole, upon notice to you. No delay or failure by Globiva to exercise any of its powers, rights or remedies under these Terms of Employment will operate as a waiver of such powers, rights or remedies. If any provision of these Terms of Employment is held by any competent authority to be invalid or unenforceable, the validity of the other provisions and the remainder of these Terms of Employment shall not be affected. You shall not make any announcement concerning Company and its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients. These Terms of Employment will be construed in accordance with and governed by the Laws of India. These Terms of Employment are integral part of your 'Appointment letter (and any attachments thereto)', are the exclusive and entire agreement between the parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

I have read, understood and agree to the terms and conditions as set forth in these Terms of Employment. My acceptance is as of the day and year written below.

Employee ID: G130303

Name: Mr. Shashi Patel

Signature:

Date: September 27, 2023

Office Location: Gurgaon


Tula's Institute, Dehradoon
Director

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Globiva, 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-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 Globiva or employment with Globiva, 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 Globiva premises (or use in any manner) any third party documents (regardless of media) with myself to Globiva, including any such documents or materials from my previous employer. To the extent I feel that my employment at Globiva would require me to bring any third party documents or materials to Globiva shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Globiva. 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 Globiva to terminate my services with immediate effect.

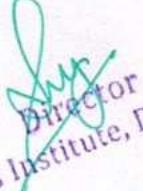
ACKNOWLEDGED AND AGREED:

Name: Mr. Shashi Patel

Employee ID: G130303

Signature:

Date: September 27, 2023


Shashi
Director
Tula's Institute, Dehradun

Fwd: Campus Hiring 2022-2023: PVH Arvind Fashion
7 messages

crd1 Tulas <crd1@tulas.edu.in>
To: Silky Jain <silkyjain@tulas.edu.in>, Tulas Placement <placement@tulas.edu.in>, barjindersuri@gmail.com

Tue, Nov 8, 2022 at 4:41 PM

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

From: Simerdeep Kaur <simerdeep.kaur@th-india.com>
Date: Tue, Nov 8, 2022, 14:41
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion
To: crd1 Tulas <crd1@tulas.edu.in>

Dear Ekta,

Tulas Institute, Dehradun

Greetings from PVH Arvind Fashion Pvt. Ltd,

Below are the details of the selected students. They can reach out to Mr. Bharat Rishi (+91 9958026978)/ Simerdeep Kaur (+91 8146333095) for any further query.

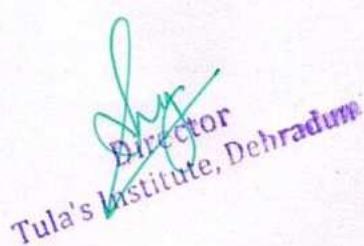
Kindly ensure the students have their Adhaar & Pan Card ready (carrying the same name in both the documents).
The candidate must also have an individual bank account on their names.

Sr. No.	Zone	Name of the Candidate	Gender	Mob. No.	Course	Expected DOJ	Designation	Salary (In Hand)	Store Location	Store Name
1	North	Aishwarya Singh	Female	7451983900	BJMC	15 November 2022	CRO	23k	Gurgaon	CK Ambience Gurgaon
2	North	Khushi Mishra	Female	7505902332	BBA	15 November 2022	CRO	23k	Gurgaon	THK Ambience Gurgaon
3	North	Priyanka Mahanta	Female	6003431015	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
4	North	Sweta Singh	Female	6002034344	MBA	15 November 2022	CRO	26k	Delhi	Select city walk
5	North	Vishal Singh	Male	9720302050	BBA	15 November 2022	CRO	23k	Delhi	CK Select city walk

Requesting you to kindly block their placements with us and help us ensure their on-time joining.

Regards

Simerdeep Kaur



Simerdeep Kaur
Tula's Institute, Dehradun

From: Simerdeep Kaur [mailto:simerdeep.kaur@th-india.com]
Sent: 31 October 2022 13:48
To: 'crd1 Tulas' <crd1@tulas.edu.in>
Subject: RE: Campus Hiring 2022-2023: PVH Arvind Fashion

Dear Ekta,



? རྒྱନྤୋ རྒྱନྤୀ //

Tibetan Nehru Memorial Foundation School

(Senior Secondary School Affiliated to CBSE (No. 08821) New Delhi)

Ref No.

Dated: 30th Aug'2023

Date.....

To
Ms. Sonam Youden,
Rongthung village,
Gewog Kanglung,
Tashigang Dzongkhag,
Bhutan

Sub: Appointment as TGT English

Dear Madam,

With the reference to your application dated 18th August'2023 we are happy to inform that you have been appointed temporary as TGT English in our school wef 29th of Aug'2023 for a period of six months. Please convey acceptance of the following terms and conditions of service:

1. You will be on temporary appointment from the date of appointment.
2. During the period, one month's notice or a month's pay in lieu thereof will be necessary and sufficient either for you to resign or for the school to terminate your service without assigning any reason.
3. Your initial starting salary will be 9,000/- (nine thousand rupees only) per month consolidated.
4. Other conditions of your appointment will be governed by the relevant rules and orders of this institution in force from time to time.
5. You will be entitled of 08 days casual leave during your temporary appointment provided you joined the institution from the start of the new academic session and vice versa, earned leave and provident fund will be entitled only after you are appointed permanently by the institution.
6. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the school shall be entitled to recover the damages from you.
7. If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

With best wishes

Yours faithfully

Tsering Phuntsok (Mr)

Director
Tibetan Nehru Memorial
Foundation School
Clement Town

Director
Tula's Institute, Dehradun