

Date: 06th Sep 2019

To,
Mr. Ravi Kumar Singh

Subject: Job Offer Letter as "Relationship Manager"

Dear Mr. Ravi Kumar Singh,

With reference to our discussion, we are delighted to offer you the position of "Relationship Manager" in our organization. If you join our organization you will become part of a fast paced and dedicated team that works together to provide our associates with the highest possible level of services and advice.

We are confident that, you will find this new opportunity challenging and rewarding.


Job Offer Details:

Joining Date	06 th Sep 2019
Location	Pune
Gross Salary	Rs. 18,000 p.m. (Inclusive of Conveyance)
Working Days	6 days a week as decided by the organization
Probation Period	3 Months (Extendable in case of Non-Performance)

A detailed appointment letter will be issued after successful completion of probation period.

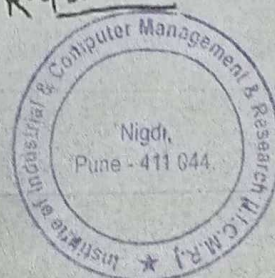
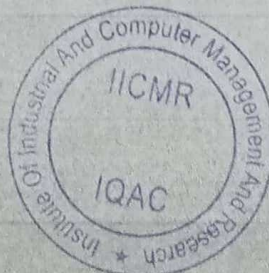
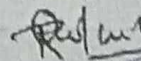
We look forward to the opportunity of working with you in an atmosphere that is successful, mutually challenging and rewarding.

With Best Regards



Authorized Signatory

Received



Registered Office: LiveHealth, 8th Floor, Baner Biz Bay, Near Croma, Laxman Nagar, Baner, Pune, Maharashtra 411045.
CIN: U72900PN20117PTC173749 | info@livehealth.in | livehealth.in | +91 7499 159 341

Date: 01 Sep, 2020

To,
Pratik kakde ,
Parwa

Further to your application for employment and the subsequent selection process, we are pleased to offer you a full-time position of **Sales Executive** at Pune with Livehealth.

During your tenure with LiveHealth, you are expected to perform a role as may be deemed for by the organization and business needs. LiveHealth encourages employees to sharpen and enhance their competencies by providing various roles.

The validity of this offer is conditional upon receipt of your acceptance to this offer and based on your joining on or before 01 Sep, 2020 as mutually agreed.

Other terms and conditions of your employment are as follows:

- **Remuneration**

Your annual Cost to Company (CTC) will be INR 4,04,919 / - per annum. The details are enclosed in Annexure A. It is necessary to keep the salary information confidential at all times.

- **Place of work,**

Your work location is Pune but will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will automatically be governed by the policies and service conditions applicable to new assignments & locations, in addition to what is mentioned here.

- **Increments & Promotions**

Your performance and contribution to the company will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on the Company's compensation & promotion policy notified from time to time.

- **Probationary Period**

You will be on probation for a period of **3 months** from the date of joining and the probation period can be extended depending on the performance. Based on performance your services will be confirmed with the company written after the probationary period. Termination during the probationary period is subject to your performance and it will be without notice period. If your services are found satisfactory during the probationary period, you will be confirmed in the present position.

- **Working hours**

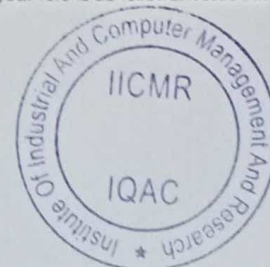
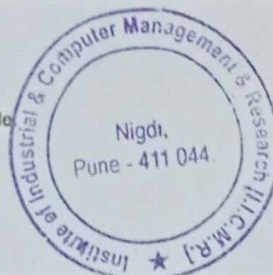
We provide flexible work hours to employees at the discretion of managers. The standard working week is Monday to Friday with a minimum of 45 hours, however, you will be expected to work such times and hours as are necessary for the satisfactory execution of your duties. Some roles and duties require timely reporting and that shall be followed and respected as mentioned below. General clock-in work timings for your role is as follows: **10:00 AM to 07:00 PM**

- **Gratuity**

You will be eligible for gratuity in accordance with the rules applicable

- **Alternate Employment**

Your position is whole-time employment with us and you shall devote yourself exclusively to the business of the company. You will strictly adhere to the following conditions



14th December 2019.

To,
Ms. Puja Nair,
Tel. No: 9822512985

Dear Puja,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You will be on the probation period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

Find below your compensation details for Mumbai Location:

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	24,000	2,88,000
House Rent Allowance	:	3,000	36,000
Additional HRA	:	12,000	1,44,000
Transport Allowance	:	2,000	24,000
Telephone Allowance	:	1,000	12,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
Total: Rs. Seven Lakh Fifty Thousand only p.a.	:	62,500	7,50,000

Regards,
Jaro Education

Sushant Mallya
General Manager – Human Resource



I agree to the above and attached terms & conditions _____ Dated _____

Puja

eClerx

Date: 16-Dec-2019

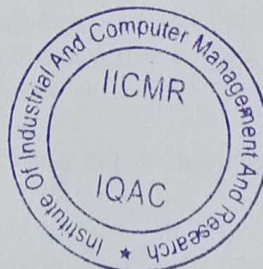
Dear Neha,

We are pleased to inform you that we are making final placement offer to the following student with our company

Sr. No.	Name	Shift (Day/Night)	Designation
1	Ankita Bhamre	All	Analyst
2	Tejal Odedra	All	Analyst
3	Pragati Kakade	All	Analyst
4	Varsharani Patil	All	Analyst

Thanking you


Arun Thapar
Associate Program Manager - Human Resources
eClerx Services Ltd



Office Address
eClerx Services Limited
Lower Ground Floor, 1st Floor, 2nd Floor, 3rd Floor of Block-1,
A Wing and 4th Floor of A & B Wing,
Quadron Business Park Ltd. Pune-SEZ, Plot No.28, Phase II,
Rajiv Gandhi Infotech Park, Hinjewadi, Pune, Maharashtra-411057.
Ph: +91 (020) 4027 7990 | Fax: +91 (020) 6676 4480
www.eClerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India.
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8655
E-mail ID: contact@eClerx.com | www.eClerx.com
[CIN: L72200MH2000PLC125319]

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballapuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 4, 2021

Private & Confidential

SANA NISAR SAYYAD

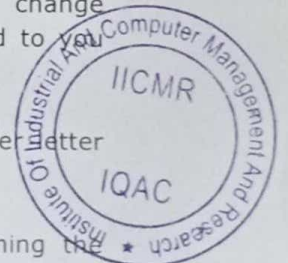
**Building w,6,b,room no.20 Azad chowk ,shramiknagar
chandtara chowk ,nr PCMC Hospital ,nigdi,pune,
Pune,
Maharashtra,
India - 411044**

Document ID - 9f7e363d-5ded-4d67-95d0-0678ae504511

Dear SANA,



- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 14, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
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Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 18, 2021

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Sivapriya R

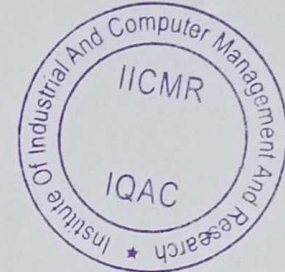
Sivakrishna Chalaparampu
VTC: Naduvile(Part) Vaikom,

Vaikom

PO

Kottiyam,
Kerala,
India - 686141

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Dear Sivapriya,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 20, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7,Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference

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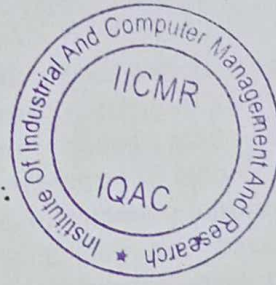
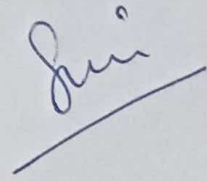
State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

- Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
- Worksite Coimbatore : Module F-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
- Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.
- Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Workalte Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai - 603 103, India

Workalte Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Workalte Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarmit Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 12, 2021

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Renny Jose Cherian

SR no. 120/121,Rajwade Nagar,Behind Mane school
Kalewadi Pimpri Pune,
Pune,
Maharashtra,
India - 411017

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Dear Renny,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 15, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference

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SIGNATURE OF EMPLOYEE:



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

- Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
- Worksite Coimbatore : Modula I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
- Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venkda, Pune - 411 006, India.
- Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

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Rem



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72800DL2012FTC229698

Workalte Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor
of Blocks 3, No 33, Old Mahabalipuram Road,
Navalur Village and Panchayat, Thiruppur Panchayat Union,
Chengalpattu Taluk, Kanchipuram Dist.
Chennai - 603 103, India

Workalte Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL),
Civil Aerodrome Post, Coimbatore 641 014, India.

Workalte Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7,
Survey No. 144 & 145, Sarvati Ashoka Path,
Opposite to Airport Road, Vande, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 12, 2021

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Khushbukumari Sushilkumar

Datir
Chinchwad,
Pune,
Maharashtra,
India - 411019

Patil

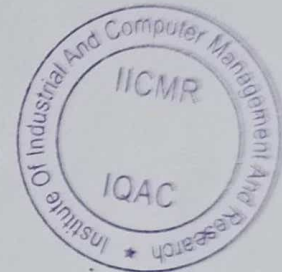
Colony

Ramnagar

Document ID - a2d73e73-070b-478d-af89-804f6e1b8528

Dear Khushbukumari,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 15, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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SIGNATURE OF EMPLOYEE:

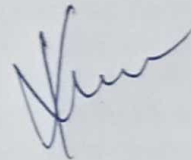
State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

- Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalppet Taluk, Kancheepuram Dist. Chennai - 603 103, India
- Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 541 014, India.
- Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vandeada, Pune - 411 006, India.
- Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

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State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

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Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 12, 2021

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Madhuri Maruti Uanwane

**Pharande
Bhosari,
Pune,
Maharashtra,
India - 411026**

Chambers

Alandi

Road

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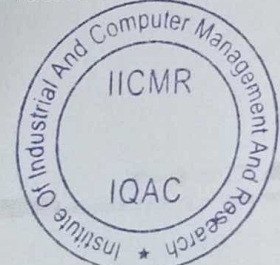
Dear Madhuri,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 15, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
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SIGNATURE OF EMPLOYEE:



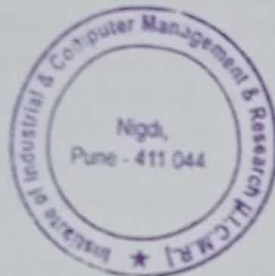
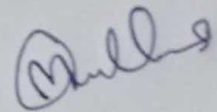
State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229688

- Workals Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block 2, No.33, Old Mahabulapuram Road, Newstar Village and Panchayat, Theppanur Panchayat Union, Chengalpet Taluk, Kanchipuram Dist. Chennai - 603 102, India
- Workals Coimbatore : Module F-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 541 014, India.
- Workals Pune 1 : Camnerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sarrai, Ahole Path, Opposite to Airport Road, Verwade, Pune - 411 006, India.
- Registered Office : 808, Sakherth, 96, Nehru Place, New Delhi - 110 019, India.

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(India) Private Limited

CIN : U72900DL2012FTC229698

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 8, 2021

Private & Confidential

Swarashree Shrikar kulkarni

GAJANAN BABAR
nigdi, pune 411044,
Pune,
Maharashtra,
India - 411044

NIWAS

NEAR

JAIN

MANDIR

Document ID - 03f4fee2-3618-4d74-9bfd-594f03b69d3d

Dear Swarashree,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 11, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7, Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



1

SIGNATURE OF EMPLOYEE:

HCL

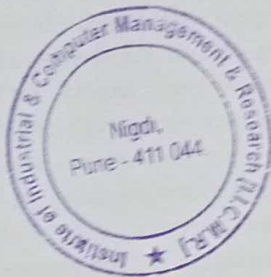
State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2011PTC229688

- Worlds Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Block S, No.25, Old Mahabalipuram Road, Newer Village and Panchayat, Tirupurur Panchayat Union, Chengalppet Taluk, Kanchipuram Dist., Chennai - 603 005, India.
- Worlds Coimbatore : Middle 03, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Old Herndon Park, Coimbatore 641 014, India.
- Worlds Pune 1 : Commercial, Unit 401, 4th Floor in Building T, Survey No. 144 & 145, Sector 10/10A Park, Opposite to Airport Road, Kharwad, Pune - 411 008, India.
- Registered Office : 908, Siddharth, 26, Atrium Plaza, New Delhi - 110 019, India.

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.



State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Workalte Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
Workalte Coimbatore : Module I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Workalte Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: January 12, 2021

Private & Confidential

Ajit Pachangre

Samrth Plastikchya
Aalandi Road Moshi Pune,
Pune,
Maharashtra,
India - 412105

Pathimage

Arun

Nagar

Document ID - 3549aef7-91a2-47bf-b475-fdb61b406f56

Dear Ajit,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on January 15, 2021 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Pune-Magarpatta City SEZ, Twr 7, Wing A&B.**
- Your annual compensation would be **Rs. 200100 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.
- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically



1

SIGNATURE OF EMPLOYEE:

HCL

State Street HCL Services

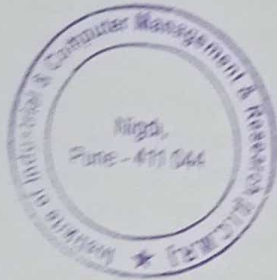
Statestreet HCL Services
(India) Private Limited

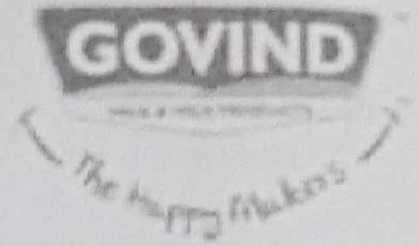
CIN : U72200DL2012PTC229998

- Head Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Upper Ground Floor of Block 2, No.20, 1st Floor, Sector 16, Gurgaon, Haryana, India. Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044
- Head Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Upper Ground Floor of Block 2, No.20, 1st Floor, Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044
- Regional Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044
- Regional Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044
- Regional Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044
- Regional Office : 20, Tandon Road, Sector 16, Gurgaon, Haryana, India. Telephone: +91-122-411 044

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

Agst





25th December 2019

LETTER OF APPOINTMENT

To,

Mr. Nishant P. Lokhande

Dear Mr. Nishant P. Lokhande,

We are pleased to appoint you with the Company. This letter sets out your individual terms and conditions of employment. Further terms and conditions of your employment may be set out in an HR Policy Manual ("Handbook") in the future. You should ensure that you read this letter very carefully.

1. Designation: "Management Trainee"

2. Place of Work: Pune - Sales & Marketing Department
(Govind Milk & Milk Products Pvt. Ltd. - Pandharpur Rd, Kalki Tal, Phaltan Dist. Satara - 415523 Maharashtra - India)

3. Date of Commencement:

Your appointment becomes effective from 23rd December 2019.

4. Training Period

You will be on training for a period of 1 year effective date of starting of this program, which will be indicated to you. After completion of trainee period, probation period or extension of your trainee period will start depend upon your performance appraisal or otherwise your services as trainee will be closed.

5. Working Hours

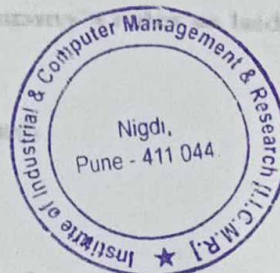
Weekly working time is 48 hours excluding 1/2 hour normally allowed for interns. However in order to carry out your responsibilities effectively you may be required to work additional hours as appropriate. On the overall performance of your role as a professional with the Company.

6. Leave Entitlement

You will be entitled to leave in accordance with the Company's policies laid out in the HR Policy & Leave Policy/employee Handbook.

7. Remuneration

Your total remuneration will be as per Annexure attached.



Govind Milk & Milk Products Pvt. Ltd.

Ganeshnagar, Pandharpur Road, Kalki Tal, Phaltan Dist. Satara, Pin - 415 523

22144 - 221432 Fax: 22144 224023 Email: contact@govindmilk.com web: www.govindmilk.com

CIN:U13201MH1994PTC101388



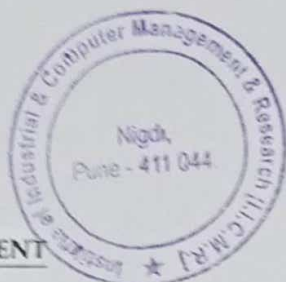
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CamScanner

February 25, 2020

Ref:HDBFS/19-20/HRIC30845/App/126279

Ms. Pooja Sunil Sawant,
B/56, H.A. Colony Mumbai,
Pune Highway Near H.A.,
Company Pimpri Pune,
Pune-411018

Dear Ms. Pooja Sunil Sawant,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as JR. OFFICER - CLUSTER CO-ORDINATOR on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deem fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) month or pay to the Company an amount equivalent to your 1 (one) months' salary in lieu of such notice period. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof.
- Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company.
- Your duties and responsibilities will be explained to you on your joining the Company.
- Your initial place of posting will be at Pune. You are initially assigned to services at our client premises, BUND GARDEN ROAD BACK OFFICE - 4629. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

RADIANT ENTERPRISE PVT. LTD.



Date: 16th Jan, 2020

Name : Urvesh Bhanushali

Location: Pune

Dear Urvesh Bhanushali,

We are pleased to offer you the position of "Direct Sales Associate@Adhesive" in our organization. You will be initially placed with "Asian Paints Limited, Pune" to discharge your duties in this role.

The compensation package offered for Direct Sales Associate@Adhesive per month is as under:

Components	Amount (INR)
Basic Salary	13,700.00
House Rent Allowance	3,800.00
Monthly Gross Salary	17,500.00
Less: Employee Contributions	
PF @ 12.00%	1,644.00
ESIC @ 0.75%	132.00
P.Tax(As Applicable)	130.00
Total Amount	1,906.00
Monthly Net Take Home	15,594.00
Add: Employer Contributions	
PF @ 12.00%	1,644.00
PF Admin @ 1%	138.00
ESIC @ 3.25%	569.00
Bonus	1,141.00
Insurance Cost	300.00
Monthly CTC	21,292.00



Your date of joining would be 24th Jan, 2020 or training date, whichever is later. Further, upon receiving the offer letter acknowledgement a formal Appointment Letter shall be issued.

With Warm Regards,

For Radiant Enterprise Pvt. Ltd.

Prachi Jain

Authorized Signatory



Agreed & Accepted

Urvesh Bhanushali



METRO SERVICES

Date: February 18th 2020

Name: Meenal Patel

Address: Rohan Complex, Flat no 2,
Koyana Nagar, Chikall Road,
Chinchwad Pune- 411019

Subject: Employment Offer

Dear Ms. Meenal,

We are delighted to make you an offer with our organization for the position of Associate.

- The position will be based in Pune. However, the Company reserves the right to transfer you to another department, division, business entity or location at any time during the course of your employment
- The work schedule is for a duration of 8.5 hours (including break/s) on every business day and a five-day working week
- You will be on probation for a period of six months from the date of joining and confirmation on successful completion will be intimated to you in writing
- As discussed and agreed with you, your annual cost-to-company (CTC) would Rs. Two Lakh Sixty Two Thousand One Hundred and Sixty Six Only. The break-up of your compensation is provided in Annexure 2. You will be eligible to participate in the Company's variable pay programme subject to meeting performance criteria. The bonus amount payable to you would be dependent on the company's performance and your individual performance. The details of the variable pay programme will be available on the Intranet.
- A detailed appointment letter, containing the details on the terms of employment and salary break-up will be provided to you on your date of joining
- As discussed with you, your date of joining will be **May 11th 2020**. This offer of employment will lapse in case you are unable to join on the above mentioned date



METRO Global Business Services Pvt. Ltd
Cluster 'D' Wing 2, 6th Floor, EON Free Zone, Plot No. 1, Survey No. 77, MIDC, Kharadi Knowledge Park, Pune - 411 014, Maharashtra, India. Tel. 020 7100 1500
Member of METRO Group
CIN - U74900PN2011PTC1386201



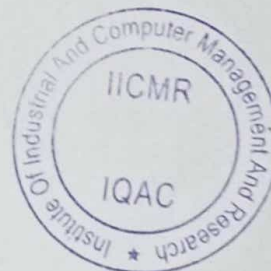


**METRO
SERVICES**

- This offer is valid, subject to:
 - all information provided by you, during your discussions with our company representatives being accurate
 - satisfactory reference checks
 - satisfactory medical examination (based on a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability). Details pertaining to the Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer.
 - The successful completion of your post-graduation with an aggregate of not less than 50%.
- After receiving your acceptance of this offer, the Company reserves the right to communicate with your past or existing employer to confirm your availability to join as agreed and to conduct professional references and background verification
- On your date of joining, we would expect you to complete the necessary joining formalities and submit documents listed in the *Annexure 1*
- The terms discussed in this offer and subsequent revisions are confidential in nature and should not be disclosed

We look forward to have you join us and wish you a long and successful career with METRO Global Business Services Pvt. Ltd" formally known as METRO Accounting Center of Excellence Pvt. Ltd.

Please sign and return the duplicate copy of this letter, as a confirmation of your acceptance.



"METRO Global Business Services Pvt. Ltd"
Cluster 'D' Wing 2, 6th Floor, EON Free Zone, Plot No. 1, Survey No. 77, MIDC, Kharadi Knowledge Park, Pune - 411 014, Maharashtra, India. Tel. 020 7100 1500
Member of METRO Group
CIN - U74900PN2011PTC1386202



METRO SERVICES

I have read, understood and agree with the terms and conditions outlined above and I accept employment with
"METRO Global Business Services Pvt. Ltd"

M Patel

Signature

20/02/2020

Date

Annexure 1

List of Documents

You would be required to submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN)
2. SSC / HSC certificates with mark-sheets
3. Graduation / post-graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of identity (ration card/ passport/ driving license/ PAN card)
6. Current address proof (electricity or telephone bill/ lease agreement / bank statement)
7. Appointment letter for last two employments
8. Relieving letter for last two employments
9. Salary slip for last three months
10. Three passport size colored photographs

On joining you will also be required to furnish the following:

1. Family dependent details
2. PF number from previous employer
3. Any other relevant information that may be required



"METRO Global Business Services Pvt. Ltd"
Cluster "D" Wing 2, 6th Floor, EON Free Zone, Plot No. 1, Survey No. 77, MIDC, Kharadi Knowledge Park, Pune - 411 014, Maharashtra, India. Tel. 020 7100 1500
Member of METRO Group
CIN - U74900PN2011PTC1386203

02-April-20

HRD/InfosysBPM/1389081

Ms. Mayuri Anil More

Fl-A-401, GuruSmethi Apt, Sect No-29
Pradhikaran Ravet
Pune

STRICTLY PRIVATE & CONFIDENTIAL

Dear Mayuri Anil More,

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

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

- | | | |
|---------------------------|---|-------------------|
| a) Role | : | Process Executive |
| b) Role designation | : | Process Executive |
| c) Job Level | : | 2B |
| d) Date of Joining | : | 08-April-20 |
| e) Location of Posting | : | Pune SEZ |
| f) Gross Salary per month | : | Rs. 13214/- |

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

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

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

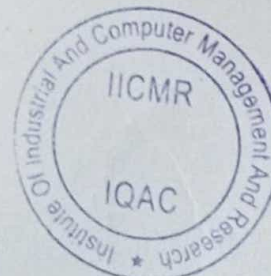
- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various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

Mayuri

Sign your name

Company Confidential

Page 1 of 12



Date: 04/03/2020
Location: Pune

STRICTLY PRIVATE & CONFIDENTIAL

LETTER OF INTENT

Dear Pragati Rohidas Lokhande

It is my pleasure to extend the following offer of employment to you on behalf of Genesis HR Services. This offer is contingent upon your passing of our Interview & mandatory reference check, receipt of your college transcripts, and any other contingencies you may wish to state. Mentioned below are her employment details:

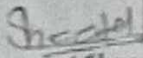

A) Department	:	HR-Recruiter
B) Designation	:	Recruiter
C) Date of Joining	:	<u>04/03/2020</u>
D) On Job Training	:	
E) Gross Salary per Month	:	Will Be discussed after OJT or <u>04/03/2020</u>
F) Reporting	:	Sheetal Shapure

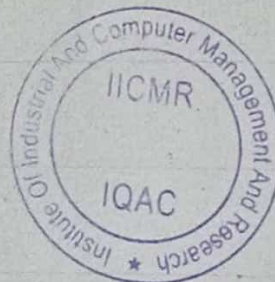


Note

- 1: You will get your offer letter once you achieve your given targets. (30 Days to 45 Days Training without Any basic Salary)
- 2: After 30 days you will be paid as per Joiners you give.
3. Salary or Incentives will be not paid if you leave Genesis HRS without giving 30 Days notice, hence no complaints will be taken for same.
4. Termination: if you take more then 2 days leaves without any information it will lead to terminate your services with Genesis HRS without any notice

For Genesis HR Services,


Sheetal Shapure




Bokhande

Date: _____
Location: Pune

STRICTLY PRIVATE & CONFIDENTIAL

LETTER OF INTENT

Dear Swapna Raju Kawade

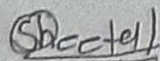
It is my pleasure to extend the following offer of employment to you on behalf of Genesis HR Services This offer is contingent upon your passing of our Interview & mandatory reference check, receipt of your college transcripts, and any other contingencies you may wish to state. Mentioned below are her employment details:

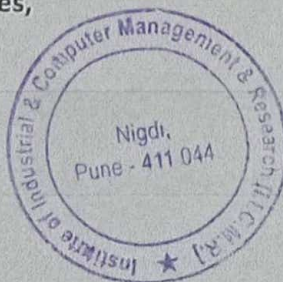
- | | | |
|---------------------------|---|--|
| A) Department | : | HR-Recruiter |
| B) Designation | : | Recruiter |
| C) Date of Joining | : | |
| D) On Job Training | : | |
| E) Gross Salary per Month | : | Will Be discussed after OJT or <u>11/03/2020</u> |
| F) Reporting | : | Sheetal Shapure |

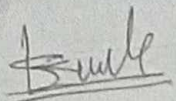
Note

- 1: You will get your offer letter once you achieve your given targets. (30 Days to 45 Days Training without Any basic Salary)
- 2: After 30 days you will be paid as per Joiners you give.
3. Salary or Incentives will be not paid if you leave Genesis HRS without giving 30 Days notice, hence no complaints will be taken for same.
4. Termination; if you take more then 2 days leaves without any information it will lead to terminate your services with Genesis HRS without any notice .

For Genesis HR Services,


Sheetal Shapure





eClerx

Date: 09-Sep-2020

Dear Neha,

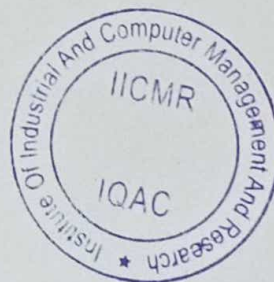
We are pleased to inform you that we are making final placement offer to the following student with our company:

Sr No	Name	Designation
1	Sourabh Malewar	Apprentice-Analyst

Regards,



Andrews Simon
Associate Principal – Human Resources



Office Address
eClerx Services Limited
Building # 11, 4th, 5th & 6th Floor
K Raheja Mindspace, Plot # 3,
TTC Industrial Area, Thane Belapur Road, Airoli,
Navi Mumbai - 400 709, Maharashtra, India
Ph: +91 (022) 4198 2717, Fax: +91 (022) 4194 3230
www.eclerx.com

Registered Office
eClerx Services Limited
Sonawala Building, 1st Floor, 29 Bank Street, Fort,
Mumbai - 400 023, Maharashtra, India
Ph: +91 (022) 6614 8301 | Fax: +91 (022) 6614 8635
E-mail ID: care@eclerx.com | www.eclerx.com
GSTIN: 27AAGL0004P001

RADIANT ENTERPRISE PVT. LTD.



Date: 24th Mar, 2020

Name : Rushikesh Rangrao Deshmukh
Location: Nanded

Dear Rushikesh Rangrao Deshmukh,

We are pleased to offer you the position of "Direct Sales Associate@Adhesive" in our organization. You will be initially placed with "Asian Paints Limited, Nanded" to discharge your duties in this role.

The compensation package offered for Direct Sales Associate@Adhesive per month is as under:

Components	Amount (INR)
Basic Salary	13,700.00
House Rent Allowance	3,800.00
Monthly Gross Salary	17,500.00
Less: Employee Contributions	
PF @ 12.00%	1,644.00
ESIC @ 0.75%	132.00
P.Tax(As Applicable)	130.00
Total Amount	1,906.00
Monthly Net Take Home	15,594.00
Add: Employer Contributions	
PF @ 12.00%	1,644.00
PF Admin @ 1%	138.00
ESIC @ 3.25%	569.00
Bonus	1,141.00
Insurance Cost	150.00
Monthly CTC	21,142.00

Your date of joining would be **01st Apr, 2020** or training date, whichever is later. Further, upon receiving the offer letter acknowledgement a formal Appointment Letter shall be issued.

With Warm Regards,

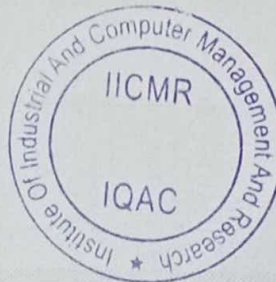
For Radiant Enterprise Pvt. Ltd.

Agreed & Accepted

Poochi Jain

Authorized Signatory

Rushikesh Rangrao Deshmukh



S&P Capital IQ (India) Pvt. Ltd.
S&P House,
Behind Divya Bhaskar,
Opp. Orchid Woods,
Corporate Road, Prahaladnagar,
Ahmedabad 380051 India
T +91 79 4809 5000
spglobal.com
CIN - U72200TG1994PTC018719

OFFER LETTER
Private & Confidential

10th February, 2020
Mr. Piyush Jain

S.B.S Convent school,
Suraiyapura Alpana Talkies Road Morar
Gwalior- 474006

We are pleased to offer you an employment opportunity as **Data Researcher I** at **S&P Capital IQ (India) Pvt. Ltd. ("Company")**, Ahmedabad.

Job Grade: 7A

Segment: Market Intelligence

Date of Joining: 2-March,2020

Your total earnings (Cost to company) is **Rs. 338,400.00** (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure - I.

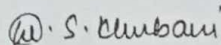
You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing a signed copy (original) of the letter within 5 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

You are required to report to Human Resources team on date of joining at **10:00 AM** for fulfillment of your joining formalities.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,
Yours faithfully,



Authorized Signatory
For S&P Capital IQ (India) Pvt. Ltd

Acknowledgement/ Acceptance

I am very pleased to accept the position as **Data Researcher I** at **S&P Capital IQ (India) Pvt. Ltd.** Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Mr. Piyush Jain

S&P Global

Registered office: S&P Capital IQ (India) Pvt. Ltd., Floor No. 19,20,21, Skyview 10, Survey No.83/1, Knowledge City, Raidurgam Village, Serlingampally Mandal, Hyderabad - 500081