



Key Indicator - 5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years:

Additional Documents:

- Placement Offer Letters to outgoing students.

Year	Total No. of outgoing students	Total no. of students placed	Placement Details
2022-23	52	42	As given in DVV sheet
2021-22	76	41	As given in DVV sheet
2020-21	110	-	As given in DVV sheet
2019-20	113	-	As given in DVV sheet
2018-19	84	-	As given in DVV sheet

- List of Students progressing for Higher Education:

Response:

The MMS program is considered a Higher Education/Professional Degree. The students would like to prefer to go for placements instead of higher education. Hence, Students do not go for higher education after completing MMS degree.

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

MMS- Batch 2021-2023



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Date : 07 Aug, 2023

To,


ARAVIND KUMAR HARIHARNATH PANDEY
SHAN BUILDING ROOM NO.01,
NEAR AATA CHAKKI, MUMBRA DEVI ROAD,
THANE-400612

Subject : Offer Letter for the post of UNIT MANAGER (Deputy Assistant Manager - Sales).

Dear **ARAVIND KUMAR HARIHARNATH PANDEY,**

This has reference to your final round of interview undergone with our company on **01 Aug, 2023**. As you have successfully gone through the screening process of the company, let me have the pleasure of extending the below offer of employment to you on behalf of **NJ INDIAINVEST PVT. LTD.**. We are pleased to offer you the position of **UNIT MANAGER (Deputy Assistant Manager - Sales)** at **Mumbai - Vashi**.

1. Your terms and conditions of appointment shall be governed by all organizational policies applicable to employees as amended from time to time and your roles and responsibilities shall be as determined and assigned to you by your superior(s), as per the requirements of the Company. You shall also be responsible to look after the work of the other functions assigned to you from your superiors as per the need of the organisation.
2. You shall be required to duly furnish details as required by the Company from time to time.
3. You hereby represent to the Company that your employment with the Company in terms of herein shall not be in conflict with any of your obligations towards any of your previous employers or other engagements.
4. You will be placed at **M7 Grade & JUNIOR MANAGEMENT** Cadre. We are offering you annual Cost to Company ("CTC") worth Rs. **6,63,800/-**, of which the Fixed component shall be Rs. **3,98,280/- (P.A.)** and the variable component shall be upto Rs. **2,65,520/- (P.A.)** including annual performance incentive (Subject to performance), all the perks and other benefits. All pre-approved business development expenses will be reimbursed to you as per the defined limit on presentation of relevant supporting documents subject to approval by authorities. The detailed break-up of the CTC structure is attached herewith as Annexure - 1.
5. All statutory deductions will be made from your Annual CTC as per the Applicable laws, rules, guidelines issued by any Governmental, regulatory and/or Local authorities from time to time. All eligible employees will be considered annually for increment on **Fixed monthly CTC**.



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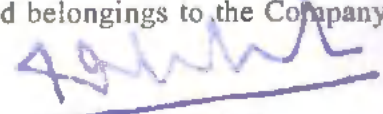
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STOCK BROKING | DEPOSITORY SERVICES | NPS
FINANCIAL PRODUCT DISTRIBUTION: MUTUAL FUNDS | LOANS | PMS | REAL ESTATE

NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902,
6th Floor, II Tower, Udhna Udyognagar Sangh Commercial Complex, Central Road No.10, Udhna, Surat - 394 210, Gujarat.
Phona: 0281 4026901 | E-mail: email@njgroup.in | Website: www.njwealth.in | CIN: U57120GJ2000PTC037674



6. Your appointment is subject to probation of minimum period of Six (6) months from the date of joining, as mentioned in Appointment Letter. However, the Company on its discretion can shorten or extend the said period as it deems fit. You shall not be entitled for any benefit such as paid leave, promotion or Increments, performance incentives, etc. during the probation period.
7. You shall keep the confidentiality of any knowledge or information you may acquire in the course of your employment with the Company relating to machinery used, technical know-how, sales, accounts, statistics, control systems, office processes, Agency operations, Taxation and other Statutory Authorities etc. You shall not share any trade secrets, organization methods and systems, internal policies and procedures to anyone. You shall not share or disclose any data and/or information of the company and/or its group entities to any one in any form. This confidential obligation shall be effective throughout your employment and even for period of 3 years after termination from employment.
8. All intellectual property rights, in tangible or electronic form made available to you or developed by you in the course of your employment shall be exclusively owned by the Company, even after termination of your employment.
9. On termination / resignation, you agree to handover all the properties of the Company and its group entities, lying with you without any demur or protest and you shall be bound to provide certificate in this behalf if required by the Company. Further, you shall discontinue using directly or indirectly any name, brand, logo etc. of the Company or its group entities and cease representing yourself having association with the Company.
10. You shall devote your full time and dedication to serving the organization and shall not undertake, employ or engage yourself into any other economic activity without written permission of the Head – Human Resources or any other person as authorised.
11. You shall not be allowed to carry on or get engaged into any business or profession which the company or its group entities are engaged into or that of a similar nature, directly or indirectly through any of your close relatives, without prior written permission of Head – Human Resources or any other person as authorised.
12. In any case, you are found guilty of any act or omission of misconduct, breach of organizational policies, act subversive of discipline, or found unsuitable for the above post, the Company reserves the rights to terminate your employment without giving any notice or money in lieu of notice. independently company can terminate you by giving one month notice or salary in lieu of notice.
13. In case of resignation from your end, you shall be required to serve a prior written notice as per the below table or pay a CTC in lieu of such notice period. Notwithstanding, you shall not be considered for separation formalities unless you have handed over the properties and belongings to the Company in compliance of the terms tabled below:


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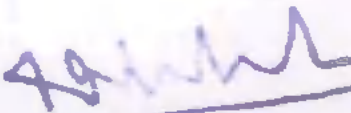
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Phone: 0261 4025901 | E-mail: email@njgroup.in | Website: www.njwealth.in | CIN: U67120GJ2000PTC037874



Employee Separation Preference Matrix			
Latest Cadre of Employee	Notice Period	Hand Over Period	In lieu of Notice Period
Support Staff & Officer	30 days	07 days	1 Month CTC
Junior Management	30 days	15 days	2 Month CTC
Managerial & Above	90 days	30 days	3 Months CTC

14. Before leaving the organization you agree to clear all your dues, liabilities and hand over all the assets of the company that you were using when you were on duty. If you fail to serve the notice period as mentioned herein, the company reserves rights to adjust the same against your full and final settlement.
15. The Company ensures to protect the confidentiality and privacy of all details of employees and will not be shared with anyone except under applicable laws.
16. You shall be subject to retirement from the employment of the Company on your attaining Sixty (60) years of age or any such age as prescribed under the applicable laws as amended from time to time. In support of your age, you will be required to produce a Birth Certificate or any other acceptable proof.
17. You agree and acknowledge that the Company reserves rights to transfer your place of reporting at any time to any branch or office on temporarily or permanent basis including new branch or office open later on.
18. The extant organizational policies, service rules and regulations of the Company in force from time to time shall govern your employment with the Company. You agree to abide at all times, by all instructions, guidelines, orders, rules and regulations issued by the Company. Policies, rules and regulation are available in Employee Manual.
19. Courts at Surat shall have exclusive jurisdiction to try any suit or dispute arising out of this offer or touching any matter regarding your employment hereunder.
20. You agree to furnish below details and certificates before your joining our Company :
 - [a] Service clearance certificate or relieving letter from your previous employer, if any.
 - [b] Last salary slip
 - [c] One recent passport size photo.
 - [d] Any other documents specifically demanded by Human Resource department.



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 Phone: 0201 4025901 | E-mail: email@njgroup.in | Website: www.njwealth.in | CIN: U67120GJ2000PTC037874



You abide to provide all the documents, details, information to the Company, before the joining and during the course of employment, if any. All the information and documents provided by you are certified true and correct, else strict actions may be taken, including termination of services.

This Offer Letter is issued in digital format. You will have to E-sign this document as a token of your acceptance of all the terms & conditions contained in the Offer Letter. Failing which, it will be presumed without any further reference to you that you have not accepted the Offer and our Offer shall automatically stand withdrawn.

A candidate joining kit will be digitally generated for your candidate joining portal after you accept the offer letter. The details will be auto filled in from the personal information which you have entered in portal. You need to authorize candidate joining kit by doing E-sign on it. Your joining date will be determined only after we receive the requisite documents.

For and on behalf of,
NJ INDIAINVEST PVT. LTD.

Digitally Signed by:
Name: DHAVAL BHASKARBHAI DESAI
Date: Wed Aug 09 12:32:08 IST 2023



DHAVAL BHASKARBHAI DESAI
Head - Human Resource

I have taken due care of reading all the above mentioned terms and conditions and I accept all the rules and regulations of the company as mentioned in this Offer Letter. And I agree to abide by them all. I hereby confirm and declare that all the necessary documents submitted by me at the time of joining the organization are true and best to my knowledge and nothing material has been concealed therefrom. In case of any failure to comply with above, I understand that I will held responsible, and will co-operate with the Company to hold any disciplinary action taken in this regard. I also provide you the confirmation of my joining from below mentioned date:

ARAVIND KUMAR HARIHARNATH PANDEY

This letter is digitally signed and does not require physical signature.

- DIRECTOR
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Phone: 0261 4025901 | E-mail: email@njgroup.in | Website: www.njwealth.in | CIN: U67120GJ2000PTC037674



Job Description		
Function	Sales	
Sub-Function	NJFN	
Micro-Function	--	
Job Title / Designation	Deputy Assistant Manager	
Name of Employee	ARAVIND KUMAR HARIHARNATH PANDEY	
SN.	Nature of work	Primary Role / KRA
1	DOER	Identify, meet the potential leads who want to be an entrepreneur and explain to them about the business opportunities and convince them to start the Financial Products Distribution business and become a Financial Products Distributor / Partner.
2	DOER	Providing financial products training to Distributors for Business Development.
3	DOER	Plan activities and strategies for business development for distributors.
	DOER	Educate the partners about product portfolio, services offers and also evaluate them on sales performance, recommend improvements.
5	DOER	Develop positive working relationships with partners to build business.
6	DOER	1) Products: Mutual Funds, Insurance, Loan Against Security (LAS), Bonds etc.
7	DOER	2) Business targets: Recruitment of Financial Products Distributor, Product sales etc.



-DIRECTOR
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 8th Floor, B Tower, Udhna Udyognagar Sangh Commercial Complex, Central Road No 1C, Udhna, Surat - 394 210, Gujarat.
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Annexure - 1

Fix Cost to Company Structure				
No.	Earnings & Deductions	Monthly	Annual	% Share
1	Basic	15931.29	191174.48	
2	House Rent Allowance (HRA)	11878.90	142546.83	7.44%
3	Leave Travel Allowance (LTA)	0.00	0.00	0.00%
4	City Compensatory Allowance (CCA)	0.00	0.00	0.00%
5	St. Bonus	2815.20	33782.40	20.00%
6	Gross Salary (Sum of 1 to 5)	30625.30	367503.63	
7	Employer's PF Contribution 12% of Basic	1800.00	21600.00	12.00%
8	Gratuity provision 4.8% of Basic	764.70	9176.37	4.80%
9	Employer's Contribution to ESI 3.25% of Gross	0.00	0.00	0.00%
10	Actual Salary for month (Sum of 7 to 9)	33190.00	398280.00	
11	Deductions of items 7+8+9	2564.70	30776.37	
12	Employee's PF Contribution 12% of Basic	1800.00	21600.00	12.00%
13	Employee's contribution to ESI 0.75% of Gross	0.00	0.00	0.75%
14	Professional Tax	0.00	0.00	
15	TDS (Aprox)	0.00	0.00	
16	Net Take away Home Figure [Total of 10 - (Sum of 11 to 15)]	28825.30	345903.63	


Variable Cost to Company Structure				
No.	Reimbursements & Incentives	Monthly	Annual	
17	Performance Incentive (Depending on Performance)	-	265520.00	
18	Total Variable Cost to Company	-	265520.00	

19	Grand Total : Fix + Variable Cost to Company (Sum of 10 & 18)	-	663800.00	
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We are offering you annual Cost to Company ("CTC") worth **Rs. 663800/-** of which the Fixed component shall be **Rs. 398280/-** and the annual variable component shall be upto **Rs. 265520/-** including annual Performance incentive (Subject to Performance), all the perks and other benefits.

- ▶ Employee will be eligible for performance incentive in a particular year subject to he / she gets confirmed on or before 31st March of the respective financial year.
- ▶ You will be eligible for Performance Incentives up to 8 monthly CTC subject to performance. For the first FY performance incentive will be calculated on a monthly proportionate basis from your date of joining.
- ▶ The TDS figures mentioned in point No. 15 is calculated considering Old Tax Regime. It may change depending upon your income slab and investment declaration made.
- ▶ You will be entitled for Mediclaim Policy covering Self, Spouse & kids (max. 2), if not covered in ESIC.
- ▶ You will also be entitled for a Life Insurance cover of Rs. 15,00,000/- & Personal Accident cover of Rs. 10,00,000/-.
- ▶ You shall be entitled for Conveyance Allowance (Local) of Rs. 3.5/- per KM for whatever travelling you do for business development.
- ▶ Company may provide a Sim Card (If Eligible) and no handset for business communications. Company shall bear bill amounting up to Rs. 1500/-, if more will be adjusted from your salary. Ownership of the Sim card will be of company.

ARAVIND KUMAR HARIHARNATH PANDEY


DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
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FINANCIAL SERVICES | INFORMATION TECHNOLOGY | EDUCATION | REAL ESTATE | INTERIOR | WELLNESS | CHARITABLE TRUST

NJ India Invest Privats Limited, Registered & Corporate Office: Block No. 901 & 902, 6th Floor, B Tower, Udhna Udyognagar Sangh Commercial Complex, Central Road No.10, Udhna, Surat - 394 210, Gujarat. Phone: 0261 4025901 E-mail: email@njgroup.in Website: www.njgroup.in
 CIN: U67120GJ2000PTC037674

Date: 28th October 2022

Name of Candidate: **Mr. Gaurav Gulati**

Subject: Offer Letter

Dear **Gaurav**,

We have pleasure in offering you a position of "Assistant Sales Manager" at **CBD Belapur** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

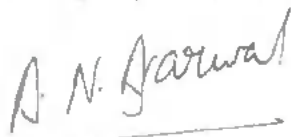
Your proposed date of Joining is **04th January 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Gaurav Gulati**


- **DIRECTOR**
Oriental Institute of Management
Plot No. 143, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure I

Earnings	Per Month	Annually
Basic Salary	18300	219600
HRA	7320	87840
Conveyance	800	9600
Others	3580	42960
Gross Salary	30000	360000
Deduction		
P.T.	200	2500
Net Salary	29800	357500
Indicative Incentive *	40000	480000
Total CTC (including Incentive)	70000	840000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC



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Plot No. 149, Sector - 12,
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09 January 2023

Grace Johny Prasad
Employee Code : HE006378
Thane

Dear Grace,

Appointment Letter

We are pleased to appoint you as Executive Trainee in Distribution Portfolio with effect from January 09, 2023 in ICICI Home Finance Company Ltd (hereinafter referred to as "ICICI HFC" and/ or the "Company").

The following are the terms and conditions of your appointment at ICICI HFC

1. COMMENCEMENT/TERM

You will be on probation for a period of 6 months from your date of joining. Your employment will be confirmed upon satisfactory completion of your probation period or such extended period if any.

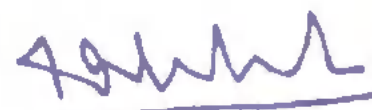
2. COMPENSATION

- a) The details of your remuneration and benefits are detailed in Annexure of this letter.
- b) You will be paid confirmation bonus of Rs. 50,000/- on successful completion of executive trainee probation period.

3. NOTICE PERIOD

In case you decide to leave the ICICI HFC's service, you will be required to give ninety (90) days' notice.

After confirmation, your services can be terminated by ICICI HFC, by giving ninety (90) days' notice or on payment of ninety (90) days' gross salary in lieu of the notice period. ICICI HFC in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies.



DIRECTOR
Oriental Institute of Management
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4. TERMINATION OF EMPLOYMENT

Your services with ICICI HFC are liable to be terminated:

- a) Without assigning any reason and without giving any notice during probation period;
- b) At any time during your services with ICICI HFC in the event of:
 - i. Any breach by you of the terms and conditions of your employment;
 - ii. Any false, misleading and/or incorrect information furnished by you like:
 1. previous employment data
 2. pay particular(s), with your previous employer(s);
 - iii. Any false statement and/or information, and/or declaration with regard to qualification and/or work experience and similar issues;
 - iv. Suppression of any material information by you.

4. TRANSFER

ICICI HFC shall have the right to transfer you to any of its existing offices or branches in India or to any future offices /or branches in India or abroad or to any of ICICI Group companies in India and abroad (now existing or to be established in future).

5. OTHER TERMS AND CONDITIONS OF SERVICE

- a) **Professional Ethics & Confidentiality:** While you are in the services of ICICI HFC, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of ICICI HFC. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilise any of ICICI HFC's secrets or other related information (which you may possess by reason of your association with ICICI HFC or with ICICI Bank or any other group company prior to your absorption with any external agencies, press etc.) outside ICICI HFC. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- b) **IT Security Practice & Procedures:** While you are in the services of ICICI HFC, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI HFC. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- c) While you are in services of ICICI HFC, you will adhere to ICICI Group Code of Business Conduct and Ethics. Any instance/s of violation or any attempted violation of the Code of Conduct on your part shall result in initiation of disciplinary action and consequent actions thereon.



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Oriental Institute of Management

Plot No. 149, Sector 12,

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- d) Please note that during the course of your services with ICICI HFC you cannot be a member of any anti-social, anti-national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- e) Please note that while joining the services of ICICI HFC and during the course of your services with ICICI HFC, you would be required to notify ICICI HFC immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- f) ICICI HFC expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly upon any authority to further your interest/s in respect of matters pertaining to your services with ICICI HFC would amount to breach of employment contract leading to initiation of appropriate action.
- g) Please note that during the course of your services with ICICI HFC, you will not take part in any demonstration/agitation against the Company and its official/s for or on behalf of any external bodies/political outfits either as a member or as a sympathiser. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Company leading to initiation of appropriate action.

6. JOINING COMPETITOR

7. In the event of termination of your services by ICICI HFC or your resignation from the services of ICICI HFC, you shall not join any Banking or Financial Services Company, for a period of six months from the date of resignation/termination.
- 8.
9. Please note that during the course of your services with ICICI HFC or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with ICICI HFC/ ICICI Bank/ICICI Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of ICICI HFC/ICICI Bank/ICICI Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by ICICI HFC.

GENERAL

- a) Your appointment and continuation in employment is subject to medical fitness certificate from a registered medical practitioner, reference checks, verification of qualifications and past employment details.
- b) You will be bound by the Rules and Regulations of the company
- c) You will keep us informed of any change in your residential address, and/or any other personal information.

Yours sincerely,



Ashish Kakkar
Chief Human Resources Officer

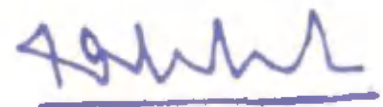
ACKNOWLEDGEMENT

I have read and understood all the terms and conditions of appointment to ICICI Home Finance Company Limited and would like to confirm my acceptance to the terms of employment, the Rules and Regulations of ICICI Home Finance Company Limited and the ICICI Group Code of Business Conduct and Ethics.

Name of Applicant: Ms. Grace Johnny Prasad

Signature:


Date:



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
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Compensation Structure of Grace Johny Prasad	
Role : Executive Trainee	
Location: Thane	
Particulars	Annual Amount(₹)
Basic	150000
*Allowance	315905
Employer's Contribution to PF**	21600
Employer's Contribution to ESIC**	0
Gratuity Costing***	12495
Total Fixed Pay	500000
Confirmation Bonus	50000
*Allowance will include all monthly & annual components HRA, Telephone Reimbursement, LTA and any other allowance as may be applicable.	
** Statutory Contribution of PF and ESIC as per Provident Fund & Miscellaneous Provision Act 1952 and employee state insurance act 1948.	
***Please note that the payment of gratuity will be subject to the provisions of Payment of Gratuity Act, 1972 and as per policies of the ICICI HFC.	
You may be covered in the Performance Bonus Plan as per the prevailing rules/policies of the company. Please note that there is no guaranteed performance bonus, it would however be subject to provisions of the payment of Bonus Act , 1965 wherever applicable.	
Comprehensive Mediclaim Coverage for you and your immediate family up to ₹ 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse, your dependent parents and dependent children (2 children maximum). This benefit is subject to change as per ICICI HFC's policies.	
You will also be entitled for coverage under various benefits including insurance as per prevailing rules/policies of the company.	
The remuneration which includes basic salary, allowances and perquisites if any are subject to limits and rules prescribed by the Income Tax Act, 1961 / Rules and policies of the Company.	

ANNEXURE
For ICICI Home Finance Company Limited


Authorized Signatory
 Name of Applicant:
 Signature:
 Date:


DIRECTOR

Oriental Institute of Management
 Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ICICI Home Finance Company Limited
Registered Office:
 ICICI Bank Towers,
 Bandra-Kurla Complex
 Mumbai-400 051, India.

Corporate Office:
 ICICI HFC Tower
 Andheri Kurla Road, J.B Road
 Andheri(E), Mumbai-400 059, India.

Tel.: (091-022)40093231
 Website-www.icicifhc.com
 CIN: U65922MH1999PLC120106

From: "Atmadev Tiwari" <tiwariatmadev1973@gmail.com>
 To: placements@oim.edu.in
 Date: 1/24/2023 7:07:03 AM
 Subject:

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

From: Anuja Gawas <Anuja.Gawas@iss-shipping.com>
 Date: Tue, Jan 24, 2023, 16:55
 Subject: Request for Documents
 To: tiwariatmadev1973@gmail.com <tiwariatmadev1973@gmail.com>
 Cc: Megha Bhor <Megha.Bhor@iss-shipping.com>, Harsimran Kaur <Harsimran.Kaur@iss-shipping.com>

Hi Atmadev,

Congratulations, you have been selected for the role of CLS Operation Executive.

Please share the below mentioned documents at the earliest to release the offer letter.

- PDF/Word copy of latest resume
- Last three months' Salary slip
- Offer letter of your last organization
- Latest salary increase letter from your last organization
- Copy of relieving letter (in case you have already left the organization)
- Copy of vaccination certificate
- Aadhar Card
- Pan Card
- Educational Certificates (Grade X, XII, Graduation, Post-Graduation, any other certificate)

Please note, do not share google drive link; you may Zip the files in case the file size is large, or send it as separate emails.

Regards,

Anuja Gawas

Talent Acquisition Analyst

anuja.gawas@iss-shipping.com
 M +91 9930594067
 www.iss-shipping.com

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Inchcape Shipping Services

Inchcape Shipping Services,


Unit 101, Reliable Plaza, Plot K 10

Thane Belapur Road, Mumbai, India

(As Agents Only)

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9/4/2023



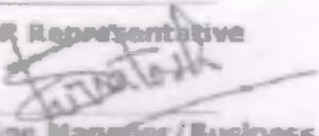


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Compensation Breakup

Salutation :		Mr.	
Name :		Chetan Chopra Yelonde	
Name of the Institute :			
Role :		Management Trainee	
Date of Offer :			
Annual Compensation Break up			HDBFs Monthly
Basic	120,000		10,000
HRA	60,000		5,000
Other Allowance	176,800		14,733
Conveyance Allowance	19,200		1,600
Education Allowance	2,400		200
Provident Fund (Employer's contribution)	21,600		1,800
Gross Salary (A)	400,000		33,333
Gratuity----- (B)	5,769		481
Total Fixed Compensation (C=A+B)	405,769		33,814
Note:			
This Offer is subject to positive reference check.			
Gratuity is as per "The Payment of Gratuity Act".			
Special Note			
PAN number is mandatory and has to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for a PAN number if you do not have one.			
For HDB Financial Services Ltd.		I Accept the Offer:	
			
Signature of HR Representative		Signature	
		22/02/2023 	
Signature of Line Manager/Business Head		Date (mm/dd/yy)	
		-DIRECTOR Oriental Institute of Management Plot No. 139, Sector-12, Vashi, Navi Mumbai - 400 703,	

Salary Annexure		
Name - Omkar Sunil Nachankar	Position - Management Trainee	
Salary Heads	Per Month	Per Annum
BASIC Salary	10,208	122,496
HRA	4,083	48,996
Other Allowance	8,860	106,320
CCA	2,000	24,000
Education Allowance	200	2,400
Medical Allowance	1250	15,000
Gross Total	26,601	319,212
Deferred Benefits		
Bonus/Ex-Gratia	850	10,200
Retirement Benefits		
Co.'s PF	1,225	14,700
Gratuity	491	5,892
Monthly CTC	29,167	350,004



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Date: 23-09-2022

Subject: Offer of Employment

Dear Abhishek Mandal,

Heartlest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. **Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.**

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in blue ink, appearing to read "Sushil".

Sushil Cbander
Vice President – Human Resources

A handwritten signature in blue ink, appearing to read "Ajay".

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Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure 1

Date: 23-09-2022

Name: Abhishek Mandal

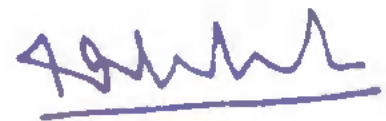
Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of JNR 12,00,000
 Mediclaim: JNR2,00,000 for self and dependents



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 Vashi, Navi Mumbai - 400 703.

To,

AMAN MOMIN
ROOM NO-C/27 RAFIQ ESTATE,
QURESH NAGAR KURLA EAST,
MUMBAI SUBURBAN-400070

Subject : Offer Letter for the post of UNIT MANAGER (Deputy Assistant Manager - Sales).

Dear AMAN MOMIN,

This has reference to your final round of interview undergone with our company on 27 Jun, 2023. As you have successfully gone through the screening process of the company, let me have the pleasure of extending the below offer of employment to you on behalf of NJ INDIAINVEST PVT. LTD.. We are pleased to offer you the position of UNIT MANAGER (Deputy Assistant Manager - Sales) at Mumbai - Vashi.

1. Your terms and conditions of appointment shall be governed by all organizational policies applicable to employees as amended from time to time and your roles and responsibilities shall be as determined and assigned to you by your superior(s), as per the requirements of the Company. You shall also be responsible to look after the work of the other functions assigned to you from your superiors as per the need of the organisation.
2. You shall be required to duly furnish details as required by the Company from time to time.
3. You hereby represent to the Company that your employment with the Company in terms of herein shall not be in conflict with any of your obligations towards any of your previous employers or other engagements.
4. You will be placed at M7 Grade & JUNIOR MANAGEMENT Cadre. We are offering you annual Cost to Company ("CTC") worth Rs. 6,63,800/-, of which the Fixed component shall be Rs. 3,98,280/- (P.A.) and the variable component shall be upto Rs. 2,65,520/- (P.A.) including annual performance incentive (Subject to performance), all the perks and other benefits. All pre-approved business development expenses will be reimbursed to you as per the defined limit on presentation of relevant supporting documents subject to approval by authorities. The detailed break-up of the CTC structure is attached herewith as Annexure - 1.
5. All statutory deductions will be made from your Annual CTC as per the Applicable laws, rules, guidelines issued by any Governmental, regulatory and/or Local authorities from time to time. All eligible employees will be considered annually for increment on Fixed monthly CTC.



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6. Your appointment is subject to probation of minimum period of Six (6) months from the date of joining, as mentioned in Appointment Letter. However, the Company on its discretion can shorten or extend the said period as it deems fit. You shall not be entitled for any benefit such as paid leave, promotion or increments, performance incentives, etc. during the probation period.
7. You shall keep the confidentiality of any knowledge or information you may acquire in the course of your employment with the Company relating to machinery used, technical know-how, sales, accounts, statistics, control systems, office processes, Agency operations, Taxation and other Statutory Authorities etc. You shall not share any trade secrets, organization methods and systems, internal policies and procedures to anyone. You shall not share or disclose any data and/or information of the company and/or its group entities to any one in any form. This confidential obligation shall be effective throughout your employment and even for period of 3 years after termination from employment.
8. All intellectual property rights, in tangible or electronic form made available to you or developed by you in the course of your employment shall be exclusively owned by the Company, even after termination of your employment.
9. On termination / resignation, you agree to handover all the properties of the Company and its group entities, lying with you without any demur or protest and you shall be bound to provide certificate in this behalf if required by the Company. Further, you shall discontinue using directly or indirectly any name, brand, logo etc. of the Company or its group entities and cease representing yourself having association with the Company.
10. You shall devote your full time and dedication to serving the organization and shall not undertake, employ or engage yourself into any other economic activity without written permission of the Head – Human Resources or any other person as authorised.
11. You shall not be allowed to carry on or get engaged into any business or profession which the company or its group entities are engaged into or that of a similar nature, directly or indirectly through any of your close relatives, without prior written permission of Head – Human Resources or any other person as authorised.
12. In any case, you are found guilty of any act or omission of misconduct, breach of organizational policies, act subversive of discipline, or found unsuitable for the above post, the Company reserves the rights to terminate your employment without giving any notice or money in lieu of notice. Independently company can terminate you by giving one month notice or salary in lieu of notice.
13. In case of resignation from your end, you shall be required to serve a prior written notice as per the below table or pay a CTC in lieu of such notice period. Notwithstanding, you shall not be considered for separation formalities unless you have handed over the properties and belongings to the Company in compliance of the terms tabled below:



DIRECTOR

Oriental Institute of Management
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Vashi, Navi Mumbai - 400 703.


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NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902,
5th Floor, B Tower, Udina Udyogpragar, Sangh Commercial Complex, Central Road No. 10, Udina, Surat - 394 210, Gujarat.
Phone: 0281 407501 | E-mail: email@njgroup.in | Website: www.njwealth.in | CIN: U67100G2008PTC021714



Employee Separation Preference Matrix			
Latest Cadre of Employee	Notice Period	Hand Over Period	In lieu of Notice Period
Support Staff & Officer	30 days	07 days	1 Month CTC
Junior Management	30 days	15 days	2 Month CTC
Managerial & Above	90 days	30 days	3 Months CTC

14. Before leaving the organization you agree to clear all your dues, liabilities and hand over all the assets of the company that you were using when you were on duty. If you fail to serve the notice period as mentioned herein, the company reserves rights to adjust the same against your full and final settlement.
15. The Company ensures to protect the confidentiality and privacy of all details of employees and will not be shared with anyone except under applicable laws.
16. You shall be subject to retirement from the employment of the Company on your attaining Sixty (60) years of age or any such age as prescribed under the applicable laws as amended from time to time. In support of your age, you will be required to produce a Birth Certificate or any other acceptable proof.
17. You agree and acknowledge that the Company reserves rights to transfer your place of reporting at any time to any branch or office on temporarily or permanent basis including new branch or office open later on.
18. The extant organizational policies, service rules and regulations of the Company in force from time to time shall govern your employment with the Company. You agree to abide at all times, by all instructions, guidelines, orders, rules and regulations issued by the Company. Policies, rules and regulation are available in Employee Manual.
19. Courts at Surat shall have exclusive jurisdiction to try any suit or dispute arising out of this offer or touching any matter regarding your employment hereunder.
20. You agree to furnish below details and certificates before your joining our Company :
- [a] Service clearance certificate or relieving letter from your previous employer, if any.
 - [b] Last salary slip
 - [c] One recent passport size photo.
 - [d] Any other documents specifically demanded by Human Resource department.



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NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902,
 5th Floor, B Tower, Udhna Udhyognagar Sangh Commercial Complex, Central Road No. 10, Udhna, Surat - 394 210, Gujarat.
 Phone: 02201 4222071 | E-mail: enquiry@njinvest.in | Website: www.njinvest.in | CIN: U01101GJ2007PT000174



You abide to provide all the documents, details, information to the Company, before the joining and during the course of employment, if any. All the information and documents provided by you are certified true and correct, else strict actions may be taken, including termination of services.

This Offer Letter is issued in digital format. You will have to E-sign this document as a token of your acceptance of all the terms & conditions contained in the Offer Letter. Failing which, it will be presumed without any further reference to you that you have not accepted the Offer and our Offer shall automatically stand withdrawn.

A candidate joining kit will be digitally generated for your candidate joining portal after your accept the offer letter. The details will be auto filled in from the personal information which you have entered in portal. You need to authorize candidate joining kit by doing E-sign on it. Your joining date will be determined only after we receive the requisite documents.

For and on behalf of,
NJ INDIAINVEST PVT. LTD.

Digitally Signed by:
Name: DHAVAL BHASKARBHAI DESAI
Date: Jul 01 19:06:03 IST 2023



DHAVAL BHASKARBHAI DESAI
Head - Human Resource

I have taken due care of reading all the above mentioned terms and conditions and I accept all the rules and regulations of the company as mentioned in this Offer Letter. And I agree to abide by them all. I hereby confirm and declare that all the necessary documents submitted by me at the time of joining the organization are true and best to my knowledge and nothing material has been concealed therefrom. In case of any failure to comply with above, I understand that I will held responsible, and will co-operate with the Company to hold any disciplinary action taken in this regard. I also provide you the confirmation of my joining from below mentioned date:

AMAN MOMIN

This letter is digitally signed and does not require physical signature.

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Page 4 of 6

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NJ India Invest Private Limited, Registered & Corporate Office: Block No. 901 & 902,
5th Floor, B Tower, Udhna Udyognagar Singh Commercial Complex, Central Road No. 10, Udhna, Surat - 394 210, Gujarat.
Phone: (020) 4025207 | E-mail: enquiry@njgroup.in | Website: www.njinvest.in | DIN: 027100140000110104



Job Description		
Function		Sales
Sub-Function		NJFN
Micro-Function		--
Job Title / Designation		Deputy Assistant Manager
Name of Employee		AMAN MOMIN
SN.	Nature of work	Primary Role / KRA
1	DOER	Identify, meet the potential leads who want to be an entrepreneur and explain to them about the business opportunities and convince them to start the Financial Products Distribution business and become a Financial Products Distributor / Partner.
2	DOER	Providing financial products training to Distributors for Business Development.
3	DOER	Plan activities and strategies for business development for distributors.
4	DOER	Educate the partners about product portfolio, services offers and also evaluate them on sales performance, recommend improvements.
5	DOER	Develop positive working relationships with partners to build business.
6	DOER	1) Products: Mutual Funds, Insurance, Loan Against Security (LAS), Bonds etc.
	DOER	2) Business targets: Recruitment of Financial Products Distributor, Product sales etc.



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 8th Floor, B Tower, Uthra Vijaynagar Singh Commercial Complex, Central Road No. 10, Uthra, Sector - 29A 210, Gurgaon,
 Haryana - 122007 | E-mail: invest@niigroup.com | Website: www.niigroup.com | Tel: 0129-4233333



Fix Cost to Company Structure				
No.	Earnings & Deductions	Monthly	Annual	% Share
1	Basic	15931.20	191174.40	
2	House Rent Allowance (HRA)	11878.90	142546.83	74.56
3	Leave Travel Allowance (LTA)	0.00	0.00	0.00
4	City Compensatory Allowance (CCA)	8.00	0.00	0.00
5	St. Bonus	2815.20	33782.40	20.00
6	Gross Salary (Sum of 1 to 5)	30625.30	367503.63	
7	Employer's PF Contribution 12% of Basic	1800.00	21600.00	12.00
8	Gratuity provision 4.8% of Basic	764.70	9176.37	4.80
9	Employer's Contribution to ESI 3.25% of Gross	0.00	0.00	0.00
10	Actual Salary for month (Sum of 7 to 9)	33190.00	398280.00	
11	Deductions of items 7+8+9	2564.70	30776.37	
12	Employee's PF Contribution 12% of Basic	1800.00	21600.00	12.00
13	Employee's contribution to ESI 0.75% of Gross	0.00	0.00	0.75
14	Professional Tax	0.00	0.00	
15	TDS (Aprox)	0.00	0.00	
16	Net Take away Home Figure [Total of 10 - (Sum of 11 to 15)]	28825.30	345903.63	

Variable Cost to Company Structure				
No.	Reimbursements & Incentives	Monthly	Annual	
17	Performance Incentive (Depending on Performance)	-	265520.00	
18	Total Variable Cost to Company	-	265520.00	
19	Grand Total : Fix + Variable Cost to Company (Sum of 10 & 18)	-	663800.00	

We are offering you annual Cost to Company ("CTC") worth Rs. 663800/- of which the Fixed component shall be Rs. 398280/- and the annual variable component shall be upto Rs. 265520/- including annual Performance incentive (Subject to Performance), all the perks and other benefits.

- ▶ Employee will be eligible for performance incentive in a particular year subject to be / she gets confirmed on or before 31st March of the respective financial year.
- ▶ You will be eligible for Performance Incentives up to 8 monthly CTC subject to performance. For the first FY performance incentive will be calculated on a monthly proportionate basis from your date of joining.
- ▶ The TDS figures mentioned in point No. 15 is calculated considering Old Tax Regime. It may change depending upon your income slab and investment declaration made.
- ▶ You will be entitled for Mediclaim Policy covering Self, Spouse & kids (max. 2), if not covered in ESIC.
- ▶ You will also be entitled for a Life Insurance cover of Rs. 15,00,000/- & Personal Accident cover of Rs. 10,00,000/-.
- ▶ You shall be entitled for Conveyance Allowance (Local) of Rs. 3.5/- per KM for whatever travelling you do for business development.
- ▶ Company may provide a Sim Card (If Eligible) and no handset for business communications. Company shall bear bill amounting up to Rs. 1500/-, if more will be adjusted from your salary. Ownership of the Sim card will be of company.

AMAN MOMIN


DIRECTOR
Oriental Institute of Management
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 Vashi, Navi Mumbai - 400 703.



FINANCIAL SERVICES | INFORMATION TECHNOLOGY | EDUCATION | REAL ESTATE | INTERIOR | WELLNESS | CHARITABLE TRUST

09 January 2023

Bhavesh Shivaji Jadhav
Employee Code : HE006353
Dombivali

Dear Bhavesh,

Appointment Letter

We are pleased to appoint you as Executive Trainee in Distribution Portfolio with effect from January 09, 2023 in ICICI Home Finance Company Ltd (hereinafter referred to as "ICICI HFC" and/ or the "Company").

The following are the terms and conditions of your appointment at ICICI HFC

1. COMMENCEMENT/TERM

You will be on probation for a period for 6 months from your date of joining. Your employment will be confirmed upon satisfactory completion of your probation period or such extended period if any.

2. COMPENSATION

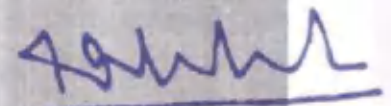
- a) The details of your remuneration and benefits are detailed in Annexure of this letter
- b) You will be paid confirmation bonus of Rs. 50,000/- on successful completion of executive trainee probation period.

3. NOTICE PERIOD

In case you decide to leave the ICICI HFC's service, you will be required to give ninety (90) days' notice.

After confirmation, your services can be terminated by ICICI HFC, by giving ninety (90) days' notice or on payment of ninety (90) days' gross salary in lieu of the notice period.

ICICI HFC in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies.



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4. TERMINATION OF EMPLOYMENT

Your services with ICICI HFC are liable to be terminated:

- a) Without assigning any reason and without giving any notice during probation period;
- b) At any time during your services with ICICI HFC in the event of:
 - i. Any breach by you of the terms and conditions of your employment;
 - ii. Any false, misleading and/or incorrect information furnished by you like:
 1. previous employment data
 2. pay particular(s), with your previous employer(s);
 - iii. Any false statement and/or information, and/or declaration with regard to qualification and/or work experience and similar issues;
 - iv. Suppression of any material information by you.

4. TRANSFER

ICICI HFC shall have the right to transfer you to any of its existing offices or branches in India or to any future offices /or branches in India or abroad or to any of ICICI Group companies in India and abroad (now existing or to be established in future).

5. OTHER TERMS AND CONDITIONS OF SERVICE

- a) **Professional Ethics & Confidentiality:** While you are in the services of ICICI HFC, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of ICICI HFC. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilise any of ICICI HFC's secrets or other related information (which you may possess by reason of your association with ICICI HFC or with ICICI Bank or any other group company prior to your absorption with any external agencies, press etc.) outside ICICI HFC. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- b) **IT Security Practice & Procedures:** While you are in the services of ICICI HFC, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI HFC. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- c) While you are in services of ICICI HFC, you will adhere to ICICI Group Code of Business Conduct and Ethics. Any instance/s of violation or any attempted violation of the Code of Conduct on your part shall result in initiation of disciplinary action and consequent actions thereon.

- d) Please note that during the period of your services with ICICI HFC you cannot be a member of any anti-social, subversive or any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- e) Please note that while joining the services of ICICI HFC and during the course of your services with ICICI HFC, you would be required to notify ICICI HFC immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice/prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI HFC.
- f) ICICI HFC expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly upon any authority to further your interests in respect of matters pertaining to your services with ICICI HFC would amount to breach of employment contract leading to initiation of appropriate action.
- g) Please note that during the course of your services with ICICI HFC, you will not take part in any demonstration/agitation against the Company and its officials for or on behalf of any external bodies/political outfits either as a member or as a sympathiser. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Company leading to initiation of appropriate actions.

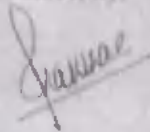
4. JOINING COMPETITOR

7. In the event of termination of your services by ICICI HFC or your resignation from the services of ICICI HFC, you shall not join any Banking or Financial Services Company, for a period of six months from the date of resignation/termination.
- 8.
9. Please note that during the course of your services with ICICI HFC or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with ICICI HFC/ICICI Bank/ICICI Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of ICICI HFC/ICICI Bank/ICICI Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by ICICI HFC.

GENERAL

- a) Your appointment and continuation in employment is subject to medical fitness certificate from a registered medical practitioner, reference checks, verification of qualifications and past employment details.
- b) You will be bound by the Rules and Regulations of the company
- c) You will keep us informed of any change in your residential address, and/or any other personal information.

Yours sincerely,

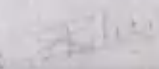


Ashish Kakkar
Chief Human Resources Officer

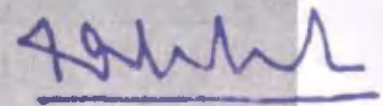
ACKNOWLEDGEMENT

I have read and understood all the terms and conditions of appointment to ICICI Home Finance Company Limited and would like to confirm my acceptance to the terms of employment, the Rules and Regulations of ICICI Home Finance Company Limited and the ICICI Group Code of Business Conduct and Ethics

Name of Applicant: Mr. Bhavesh Shivaji Jadhav

Signature: 

Date: 29/01/2017

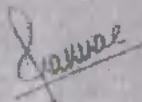


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector 12,
Vashi, Navi Mumbai - 400 703.

Compensation Structure of Bhavesh Shivraj Jadhav	
Role : Executive Trainee	
Location: Dombivali	
Particulars	Annual Amount(₹)
Basic	150000
* Allowance	315905
Employer's Contribution to PF**	21600
Employer's Contribution to ESIC**	0
Gratuity Costing***	12495
Total Fixed Pay	500000
Confirmation Bonus	50000
* Allowance will include all monthly & annual components HRA, Telephone Reimbursement, LTA and any other allowance as may be applicable.	
** Statutory Contribution of PF and ESIC as per Provident Fund & Miscellaneous Provision Act 1952 and employer state insurance act 1948.	
*** Please note that the payment of gratuity will be subject to the provisions of Payment of Gratuity Act, 1972 and as per policies of the ICICI HFC.	
You may be covered in the Performance Bonus Plan as per the prevailing rules/policies of the company. Please note that there is no guaranteed performance bonus, it would however be subject to provisions of the payment of Bonus Act, 1965 wherever applicable.	
Comprehensive Mediclaim Coverage for you and your immediate family up to ₹ 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse, your dependent parents and dependent children (2 children maximum). This benefit is subject to change as per ICICI HFC's policies.	
You will also be entitled for coverage under various benefits including insurance as per prevailing rules/policies of the company.	
The remuneration which includes basic salary, allowances and perquisites if any are subject to limits and rules prescribed by the Income Tax Act, 1961/ Rules and policies of the Company.	


ANNEXURE

For ICICI Home Finance Company Limited

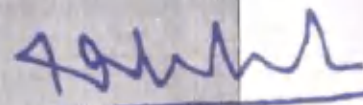


Authorized Signatory

Name of Applicant: Bhavesh Shivraj Jadhav

Signature: 

Date: 24/01/2023



-DIRECTOR
 Oriental Institute of Management
 Plot No. 119, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

ICICI Home Finance Company Limited
 Registered Office
 ICICI Bank Towers,
 Bandra-Kurla Complex,
 Mumbai-400 051, India.

Corporate Office
 ICICI HFC Tower
 Andheri Kurla Road, J.B. Road
 Andheri East, Mumbai-400 059, India.

Tel: (091-022) 40093231
 Website: www.icicifhc.com
 CIN: U65922MH1998PLC029105

SINTEX BAPL LIMITED		
Salary Annexure		
Name - Prasad Dinkar Yadav	Position - Management Trainee	
Salary Heads	Per Month	Per Annum
BASIC Salary	10,208	122,496
HRA	4,083	48,996
Other Allowance	8,860	106,320
CCA	2,000	24,000
Education Allowance	200	2,400
Medical Allowance	1250	15,000
Gross Total	26,601	319,212
Deferred Benefits		
Bonus/Ex-Gratia	850	10,200
Retirement Benefits		
Co.'s PF	1,225	14,700
Gratuity	491	5,892
Monthly CTC	29,167	350,004



DIRECTOR

Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

**Remuneration Details**

Name : DHANSHRI KHONDE

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

Date : 24-Jun-2023

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



APPOINTMENT LETTER

6 July, 2023

Dear **Dhiren Mahadev Patil**,
Resume ID - **26943339**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Analyst** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Mumbai**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in blue ink is written over a horizontal line. The signature is stylized and appears to be "A. S. Patil".

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Gurgaon, Haryana - 122 002

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **7 July, 2023** and You will join as a confirmed employee.

1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.

6. Retirement:

You will automatically retire on attaining the age of 58 years.


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all Information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.


— DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. Non - Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

10. Declaration of Nationality

You are required to declare your nationality to your recruiter immediately as non-Indian passport/OCI/POI holders are governed by different guidelines as per the Employees' Provident Fund Organization. The Provident fund computation differs for employees holding a non-Indian passport. In absence of any declaration, nationality will be deemed as Indian. Any discrepancy highlighted in nationality post joining and requiring change in provident fund computation will be considered for modification prospectively. Wipro will not be responsible for retrospective liability. . Kindly update and validate your nationality in The DOT. post your onboarding.

11. Work Allocation

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments at any of the Wipro or Wipro's client locations based on project/assignment's requirement as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

12. Government Employment Policy

If you were engaged and worked in capacity of a Government employee, you are required to comply by the cooling off period clause of 12 months from the date of retirement prior to accepting offer from a private Sector / Commercial offer and 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 government Organization/ Entity/ Department or Individual , which are or shall be in conflict with the interests of Wipro during your employment with Wipro.

It is understood that your date of joining Wipro Limited, will not be later than 7 July, 2023 failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully,
For Wipro Limited.



Sandesh Kumar
General Manager - Talent Acquisition



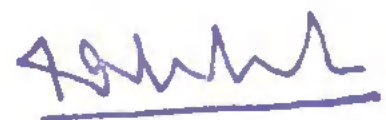
DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Dhiren Mahadev Patil



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ANNEXURE I

Name	Dhiren Mahadev Patil
Designation	Analyst
Date Of Joining	7 July, 2023
Level	AA
Basic	120000
House Rent Allowance	60000
Bonus	24000
WBP	68628
PF	21600
Gratuity	5772
Target Cost To Company (INR per Annum)	300000



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

i have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT
2000

I **Dhiren Mahadev Patil**, confirm that I am voluntarily sharing my Personal information with Wipro Limited ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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: **Dhiren Mahadev Patil**

Signature: E-Signature Signature


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Dhiren Mahadev Patil**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

in furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Dhiren Mahadev Patil

Signature: E-Signature Signature

Place: IN-MH-Mumbai

Date: E-Signature Date

Please note: More details on the above-mentioned policies are available on My Policies Section in The DOT. which is accessible on joining.



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector-12,
Vashi, New Mumbai-400 722.

Remuneration Details

Name : Rutika Werukar

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,560	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act, 1965, wherever applicable.		

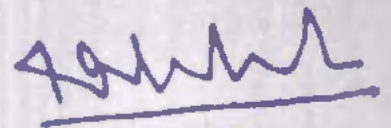
Date : 21-Jun-2023

Digitally signed by RAJNISH SINHA

Date: 2023.06.21 11:40:12 +05:30

Reason: Offer Letter

Location: Mumbai


-DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vasni, Navi Mumbai - 400 703.

ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

 Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website: www.icicibank.com
 CIN: L65190GJ1994PLC021012

 Regd. Office : ICICI Bank Tower,
 Near Chakri Circle,
 Old Pedra Road,
 Vashi, Mumbai 400 007, India.

From: "SAHEEL SHINDE" <saheel.shinde@oim.edu.in>
 To: "Swati Ghosh" <placements@oim.edu.in>
 Date: 6/23/2023 2:28:13 AM
 Subject: Fwd: Offer from CMS!

Dear Ma'am,

As discussed sharing the offer letter along with you.

Regards,
 Saheel Shinde

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

From: Sai Shruti Jayanty <saishruti.jayanty@cms.com >
 Date: Thu, 22 Jun 2023, 13:41
 Subject: Offer from CMS!
 To: <saheel.shinde@oim.edu.in >
 Cc: Sheetal Arya <sheetal.arya@cms.com >, Sanjana Rana <sanjana.rana@cms.com >

Dear Sabeel,

Congratulations! We are pleased to offer you employment on the rolls of CMS Marshall Limited as "Executive - HR"

You are requested to join us on 26th June 2023. Your detailed Salary Annexure is enclosed herewith.

Please send me a mail confirming your acceptance in joining us.

For any clarification, please feel free to speak to me.

COMPENSATION DETAILS		
NAME	Saheel Shinde	
DESIGNATION *	Executive - HR	
LOCATION	Mahape	
DATE OF JOINING	26 th June 2023	
COMPONENTS	PROPOSED SALARY BREAK UP	PROPOSED SALARY BREAK UP
	(PM)	(PA)
Basic	14,600	1,75,200
HRA	8,167	98,000
Conveyance Allowance	1,600	19,200
Personal Allowance	2,430	29,160
Sub Total - I	26,797	3,21,560
Reimbursements		
MOBILE ALLOWANCE	570	6,840
Sub Total - II	570	6,840


DIRECTOR
 Oriental Institute of Management
 Plot No. 148, Sector - 12
 Vashi, Mumbai - 400 703

23/6/2023

GROSS SALARY (I + II)	27,367	3,28,400
LTA (PA)	-	-
RETIRAL / OTHER BENEFITS		
PF - Employer Contribution	1,800	21,600
INSURANCE (MEDICLAIM)	-	-
FIXED CTC (III)	29,167	3,50,000
Total CTC (III + IV)	29,167	3,50,000

Warm Regards,

Sai Shruti | Talent Acquisition

Email: saisshruti.jayant@cms.com

Website: www.cms.com

 pic:CMS-Email-Signature.jpg



CMS is India's largest Cash Management and Payment Solutions firm, and the world's fourth largest ATM Cash Management company. With a network spanning over 100,000 ATMs and retail outlets across 2500 towns and cities, CMS connects businesses, banks and people, across the far flung corners of the country.



-DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

STRICTLY PRIVILEGED & CONFIDENTIAL

HCM/HFC-APL/23-24/0779

10th August, 2023

Samruddhi Sanjay Mahamunkar
Lipaniwave,
Lipni,
Raigarh,
Maharashtra 402101

Re: Offer Letter

Dear Samruddhi Sanjay Mahamunkar,

We are pleased to offer you a position with **IndoStar Home Finance Pvt. Ltd.** (hereinafter defined as the "**Company**"). The terms and conditions of your employment with us will be as under:

1. DESIGNATION AND DEPUTATION

Your designation will be **Management Trainee** at an internal grade of **Executive** in the **Affordable Home Finance** department of the company. You will initially be based at our **Belapur Office**, but will be required to travel as per business needs. Depending on business needs your employment may be moved or you may be deputed to a subsidiary affiliate or any group company without any change in the terms of your employment.

2. EMPLOYMENT AND REMUNERATION**2.1 Date of Joining**

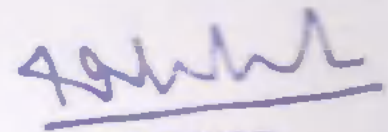
Your tentative date of joining with the Company will be on or before **11-Sep-23**. The terms of employment shall commence from this date itself.

2.2 Remuneration

Your Annual Total Employee Cost to Company will be **400000/- (Four Lakhs Only)** per annum. This will be suitably structured in line with company policy.

2.3 Variable Pay/ Bonus

You will be eligible for variable pay/ bonus based on policies formulated from time to time. You will be covered under this framework.



-DIRECTOR

Oriental Institute of Management
Plot No. 145, Sector - 12,
Vashi, Navi Mumbai - 400 703.

IndoStar Home Finance Private Limited

Unit No. 305, 3rd Floor, Wing 2/E, Corporate Avenue, Andheri-Ghatkopar Link Road, Chakala, Andheri (E),
Mumbai - 400 093, Maharashtra, India T +91 22 4510 7751 | connect@indostarhfc.com | www.indostarhfc.com
CIN : U65990MH2016PTC271587

3. TAX AND BENEFITS

3.1. Tax

The Company, in accordance with the applicable laws of India including the Income Tax Act, 1961, will deduct taxes at source on your remuneration.

3.2. Leaves

You are eligible for 24 all-purpose leaves, as per your role. You can avail these leaves as per your accrual during your probation period.

3.3. Life Insurance

You will be suitably covered under the Company's group term insurance policy.

3.4. Medical Insurance

You and your dependents will be entitled to medical coverage as per the terms of the Company's group medical insurance policy.

4. PROBATION

4.1. You will be on probation for a period of **six (6) month** from the date of joining.

4.2. During this period your services may be terminated at any time by giving one (1) months' notice in writing or by paying one (1) month's gross salary in lieu thereof.

4.3. Your probation period may be extended at the Management's discretion in the event of your performance/conduct is judged to be below acceptable standards.

4.4. Notice period applicability will be 3 months for all the roles except Relationship Manager (1 month).

4.5. If employment has been confirmed after satisfactory completion of probation, you will have to serve notice as per 4.4 above.

4.6. After confirmation, your services may be terminated by the company giving one (1) / three (3) month(s) notice in writing or by paying one (1) / three (3) month(s) gross salary in lieu thereof.

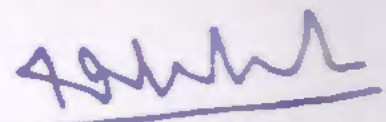
4.7. The notice period of one (1) month / three (3) months, as may be the case, can be reduced / waived by the CEO / CPO at his/her discretion.

5. TERMINATION

Notwithstanding anything mentioned in the clause 4, the Company may terminate an employee's employment, with immediate effect in writing, in the event of his/her misconduct, or fraudulent, dishonest or undisciplined conduct, or breach of integrity or embezzlement. In such case, "Termination Date" will be the date of such notice.

6. THE COMPANY'S POLICY MANUAL

You shall agree and undertake that you shall be bound by all the policies of the Company including the policies documented in the policy manual, adopted or to be adopted by the Company, and as may be amended from time to time.



-DIRECTOR

Oriental Institute of Management

Plot No. 149, Sector - 12,

Vashi, Navi Mumbai - 400 703.

IndoStar Home Finance Private Limited

Unit No. 305, 3rd Floor, Wing 2/E, Corporate Avenue, Andhad-Chhatrapar Link Road, Chhatrapar (E),

Mumbai - 400 093, Maharashtra, India T +91 22 4510 7751 | connect@indostarhfc.com | www.indostarhfc.com

CIN : U65990MH2016PTC271587

7. NON SOLICITATION AND NON-COMPETE

The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of six months following the Termination Date, the Employee shall not, directly or indirectly individually or as a part of or on behalf of any other person, company or other entity. (i) seek, canvas, solicit or accept from any Person who was a client or potential client of the Company, or Affiliates, any services or business of the type offered by the Company, or Affiliates; (ii) seek to persuade any client or potential client of the Company, or Affiliates, not to conduct or renew any services or business with the Company, or Affiliates, or to terminate such business; or (iii) seek to employ, solicit or entice away from the Company, or Affiliates any employee or worker who is engaged by the Company, or Affiliates in a managerial or any other services capacity and was a person with whom the Employee dealt in the course of his duties.

8. CONFIDENTIAL INFORMATION

You acknowledge that during the course of your employment with the Company, you will have access to Confidential Information of the Company and/or Affiliates and/or received by the Company from third parties, which is confidential valuable property are critical to the Company and/or Affiliates and/or such third parties for its business.

You shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, any time, to any Person or Competitor of the Company/Affiliates; or use for any purpose any Confidential Information other than such purposes as shall be required to fulfill your duties with the Company, or remove any Confidential Information, in whole or In part, from the Company's premises, without the Company's prior written permission.

9. INTELLECTUAL PRDPERTY

You acknowledge and agree that your Contribution to the business of the Company as well as any portion thereof shall be the sole property of the Company from date of creation thereof. You agree that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of your Contribution to the business of the Company, however and whenever produced (whether by you or others) and whether or not protected under copyright law or patentable or protected under other inteilectual property law, shall be immediately handed over to the Company upon its creations and any copies thereof returned to the Company upon termination of your employment for any reason. The employee unconditionally and irrevocably waives his/her entire moral and/or author's special rights in the works created by him/her to the Company.

10. Age of Retirement

Your retirement age shall be **60 years**. On attaining this age, you shall stand superannuated from the services of the company automatically

We hope that the discussed and thus proposed terms and conditions as provided in this letter are acceptable to you. Please feel free to contact the Human Capital Management, if you further wish to discuss any of the above.

We welcome you as a member of our Company and look forward to many years of fruitful association.



IndoStar Home Finance Private Limited

Unit No. 305, 3rd Floor, Wing 2/E, Corporate Avenue, Andheri-Ghatkopar Link Road, Chakala, Andheri (E),

Mumbai - 400 093, Maharashtra, India T +91 22 4510 7751 | connect@indostarhfc.com | www.indostarhfc.com

CIN : U65990MH2016PTC271587

DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703

Your Salary Structure is as follows:

Salary Heads	Monthly
Basic	14810
HRA	8886
Advance Bonus	1234
Special Allowance	4157
Gross Per Month	29087
Gross Per Annum	349044
LTA Reimbursement (can be claimed annually to avail Tax exemption)	14810
PF	21600
Gratuity	8548
Medical Insurance	6000
Total CTC	400000

For IndoStar Home Finance Pvt. Ltd.



Paulomi Desai
Chief People Officer

I hereby agree and accept the terms of the employment as set out hereinabove on this ____ day of _____, 2023.

Samruddhi Sanjay Mahamunkar



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

IndoStar Home Finance Private Limited

Unit No. 305, 3rd Floor, Wing 2/E, Corporate Avenue, Andheri-Ghatkopar Link Road, Chakala, Andheri (E),
Mumbai - 400 093, Maharashtra, India T +91 22 4510 7751 | connect@indostarhfc.com | www.indostarhfc.com
CIN : U65990MH2016PTC271587

Mr. Atul Gawai
Oriental Institute of Management
Mumbai

27-03-2023

SBIL-Gene-11723

Offer Letter: Senior Associate

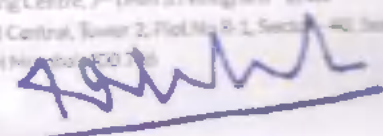
Dear Atul Gawai,

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.

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Natraj, 8th Floor,
M.V. Road & Western Express Highway Junction Andheri (E),
Mumbai 400 069, Tel.: (022) 6191 0000/ 3968 0000
IRDAI Regn. No. 111 CIN: L99999MH2000PLC129113

www.sbilife.co.in 

SBI Life Insurance Company Ltd.
Central Processing Centre, 3rd Level (D Wing) & 8th Level
Seawoods Grand Central, Tower 2, Plot No. 9-1, Sector - 40, Seawoods
Navi Mumbai, (E) 401 305


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703

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 Ms Harshali Dharamkar at 022- 64656835 or email at Harshali.dharamkar@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,



Kalpana Chavan
Associate Vice-President -Human Resources

I, Atul Gawai, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

Signature:

Date:



-DIRECTOR
Ondal Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Salary Sheet	
Name	Atul Gawai
Designation	Senior Associate

Salary Component	Amnt per month (Rs)	Amnt 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 Refiral (B)	1,681	20,169	
Fixed Compensation (A+B)	25,000	300,000	
Performance linked Variable Pay as per Company policy up to		75,000	
Potential Annual Remuneration on Cost to Company Basis (CTC)		3,75,000	

In addition you are eligible for:

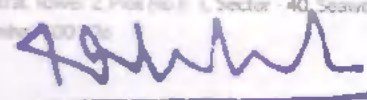
1. **Mediclaim Coverage for spouse and up to two children to a ceiling of Rs 5 lakhs.** Dependant parents may be added on a voluntary basis at an additional payout on prorata basis.
(In case of Maternity Coverage the claim is covered up to Rs 50,000/-)
2. **Group Life Insurance coverage of Rs 40 lakh.**

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Netaji, 3rd Floor,
M. V. Road & Western Express Highway Junction, Andheri (E),
Mumbai 400 059. Tel: (022) 6171 8800-880200
IRDAI Regn. No. 111. CIN: L19999MH2000PLC105111

www.sbilife.co.in

SBI Life Insurance Company Ltd.
Central Processing Centre, 7th Level (T Wing) & 8th Level
Seawoods Grand Central, Tower 2, Plot No. 11, Sector - 40, Seawoods
Navi Mumbai - 400 705



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Washi, Navi Mumbai - 400 705

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Atul Gawai 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	<input type="checkbox"/>
Pulmonary Disease	<input type="checkbox"/>
Tuberculosis	<input type="checkbox"/>
Cancer	<input type="checkbox"/>
Rheumatic Joint Diseases or symptoms	<input type="checkbox"/>
Asthma	<input type="checkbox"/>
Mental Stress	<input type="checkbox"/>
Others (Please specify)	<input type="text"/>

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)

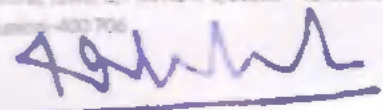
Date:

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Naoral, 8th Floor,
M. V. Road & Western Express Highway Junction, Andheri West,
Mumbai 400 069. Tel: 8002414133/022-2948 0100.
IRDAI Regn. No. 111. CMC-1399986-142009/C-1270128

www.sbilife.com

Place:

SBI Life Insurance Company Ltd.
Central Processing Centre, 7th Level (A Wing) & 8th Level
Sea Woods Grand Central, Tower 2, Plot No R-1, Sector -40 Sea Woods
Nandivada, Navi Mumbai - 400 700



-DIRECTOR

Oriental Institute of Management

Plot No. 112, Sector - 12,

Vashi, Navi Mumbai - 400 703.

Mr. Shubham Mhatre
Oriental Institute of Management
Mumbai

27-03-2023

SBIL-Gen-11728

Offer Letter: Senior Associate

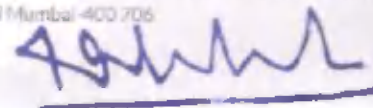
Dear Shubham Mhatre,

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.

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Nutraj, 8th Floor,
H. V. Road & Western Express Highway Junction Andheri (E),
Mumbai 400 069. Tel: (022) 6191 0000/ 3968 0000
IRDAI Regn. No. 111. CIN: E99999MH2000PLC129113

www.sbilife.co.in

SBI Life Insurance Company Ltd.
Central Processing Centre, 7th Level (D Wing) & 8th Level
Sriwouds Grand Central, Tower 2, Plot No B-1, Sector - 40, Sion
Navi Mumbai - 400 706



DIRECTOR
Oriental Institute of Management
Plot No. 12, Sector - 12,

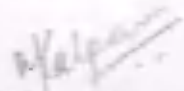
6. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer. Please also forward photocopies of your proof of age, educational certificates, other testimonials and 3 color passport sized photographs, along with the acceptance letter.

7. For any clarification, you may contact Harshali Dharamkar at 022- 64656835 or email at Harshali.dharamkar@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,


Kalpana Chavan
Associate Vice President - Human Resources

I, Shubham Mhatre, accept the above offer as Senior Associate in SBI Life Insurance Company Limited.

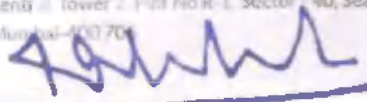
Signature:

Date:

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Natraj, 6th Floor,
M. V. Road & Western Express Highway Junction, Andheri (E),
Mumbai-400 069, India. (022) 6191 0000 / 3968 0000
IRDAI Regn. No. 111, CIN: L99999MH12000PLC129113

www.sbilife.co.in

SBI Life Insurance Company Ltd.
Central Processing Centre, 7th Level (D Wing) & 8th Level
Seawoods Grand Central Tower 2, Plot No R-1, Sector - 40, Seawoods
Navi Mumbai, Navi Mumbai-400 703


DIRECTOR
Oriental Financial Management
Plot No. 12, Sector 12,
Vashi, Navi Mumbai - 400 703.


Salary Sheet	
Name	Shubham Mhatre
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	
Performance linked Variable Pay as per Company policy up to		75,000	
Potential Annual Remuneration on Cost to Company Basis (CTC)		3,75,000	

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 40 lakh.

Please note that remuneration is a contract entirely between you and the Company and should therefore be treated as strictly confidential.



DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

SBI Life Insurance Company Ltd.
 Registered & Corporate Office: 8th Floor,
 M. V. Road & Western Express Highway Junction, Andheri (E),
 Mumbai 400 069. Tel: 022-2691 0000/3000 0000
 IRDAI Regn. No. 111 CRN:LP197794-0200P/21278122

SBI Life Insurance Company Ltd.
 Central Processing Centre, 7th Level (D Wing) & 8th Level
 Seasons Grand Central, Tower 2, Plot No R-1, Sector - 40, Seawoods
 Nand Mode, Navi Mumbai-400 706

MEDICAL FITNESS DECLARATION

In pursuance of the offer of employment made to me by SBI Life Insurance, I, Shubham Mhatre 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:

SBI Life Insurance Company Ltd.
Registered & Corporate Office: Netaji, 8th Floor,
M. V. Road & Western Express Highway Junction Andheri (E),
Mumbai 400 069. Tel: (022) 8891 0000/ 3948 0000.
IRDAI Regn. No. 111. CIN-L99999MPL2000PLC129123

www.sbilife.co.in

Place:

SBI Life Insurance Company Ltd.
Central Processing Centre, 7th Level (D Wing) & 8th Level
Seawoods Grand Central, Tower 2, Plot No R-1, Sector -40, Seawoods-
Jeez Road, Navi Mumbai-400 706


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



Offer Letter

Dear Snehal Chougale,

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

The position we are offering you is that of **Client Servicing** with an annual cost to company of 420000. This position reports to Pradeep Zille.

We would like you to start work on 01/07/23. Please report to Pradeep Zille for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPoyrafi) in which you may be required to upload your documents.


Please sign the enclosed copy of this letter and return it to me by 27/06/2023 to indicate your acceptance of this offer.

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

Sincerely,

Bhuvanesh Aditya
BHT TECHNOLOGIES LLP

Accepted by,
Snehal Chougale


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure A

1. Pasting and Transfer

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.

2. 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.

3. 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.

4. Confidentiality

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.

5. Intellectual Property

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

6. Responsibilities & Duties

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 liable to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

7. Past Records

This letter of appointment is based on the information furnished in your application for employment and during the interviews you had with us. If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

8. Termination of employment

During the probationary period and any extension thereof, your services may be terminated without giving any notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon resignation/termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon resignation/termination of employment, you will also return all company property, which may be in your possession.

Notwithstanding the above condition, the contract of service may also be terminated because of under mentioned stipulations. This will be without payment of any compensation.


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

- If you fail, refuse or neglect to carry out and perform your duties assigned to you by the company.
- For loss of confidence in you by the company for any of the act committed by you.
- if you are found to be guilty of fraud, insubordination or misconduct whether in course of performance of duties entrusted to you or otherwise.
- If you are found unfit for being entrusted with the responsible work commensurate with your position in consequences of any misconduct, moral turpitude. * If you commit any act prejudicial to the continuing good relationship between you and the company.
- if you commit breach of any of the terms of this letter of appointment.

9. 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.



DIRECTOR
Oriental Institute of Management
Plot No. 143 Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure B

This is your expected monthly salary structure.

Salary Component	Amount
Basic Salary	17,500
HRA	8,750
Special Allowance	5,250
LTA	3,500
ESI Employer Contribution	Not included in CTC
PF Employer Contribution	Not included in CTC
Total	35,000

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.



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 19th June 2023

Rahul Rambihari Jayswal

Mumbai, Maharashtra

Subject: Offer Letter

Dear Rahul,

We are pleased to offer you in our organization as "Executive- Client Acquisition" with effect from 26th June 2023 or the date of your reporting, whichever is later. This job requires you to work from the office on all working days as per your working location. These are following terms & conditions: -

- Your Annual Compensation will be Rs. 366000 per annum as per attached herewith as "Annexure-1".
- During your tenure of employment, you will be deputed to work with our client "IndiaMART InterMesh Ltd" at Mumbai/Thane location and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the rights to transfer you to and/or (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact Vageesha Chaurasiya working with us for completion of your joining formalities and induction. She could be contacted @8770717793
- Spectrum Talent Management Pvt. Ltd. (STMPL) does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you after your completing the joining formalities.

C-142, SECTOR 63, NOIDA - 201301, TEL - 0120 - 3384600 - 900

VISIT US | WWW.SPECTRUMTALENT.CO.IN

RPO

Executive Search

Flexi-Staffing

Payroll

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Near Mumbai - 400 703

On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.

1. Offer Letter
2. Proof of age (birth certificate/ class 10th certificate)
3. Proof of all qualification
4. Proof of Permanent Address (Anyone -Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
5. Aadhar Card
6. identity Prnof (Anyone -Passport/ Permanent Driving license/ Voter ID)
7. PAN Card
8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
10. 4 recent passport size photographs
11. Cancel Cheque Copy or Bank Statement (Existing Saving Account)

- Please Note -It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.
- Should you have any queries, please feel free to contact Ms. Vageesha Chaurasiya@8770717793
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

We wish you all the best!!

With warm regards

For Spectrum Talent Management.

Candidate Acceptance

Authorized Signatory

Rahul

(Signature)

SPECTRUM TALENT MANAGEMENT (P) LTD.

Annexure -I

Name: Rahul Rambihar Jayswal
Designation: Executive

Salary - Break up		
Component	Monthly (Rs)	Annual (Rs)
Basic	21010	252120
HRA	6490	77880
*City Compensatory Allowance	3000	36000
Monthly Fixed Total	30500	366000

*Big City Allowance is a special paid while your working Location is Bangalore/Mumbai. In case you are transferred to any other city then this component will no more be applicable to you and will be removed from your salary structure effective from the date of transfer.

*Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

*Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961.

*PT and LWF will be applicable as per state rule

*You are entitled to a retiral benefit of gratuity as per the provision of "Pay indicated is equivalent to 15 days' basic salary on a basis of 26 days in a month, for every completed year, as part thereof, more than 6 months. The payment shall be contingent upon continuous service of 5 years with the Company.

**** Group Medical Insurance:**

You will be entitled to Medical Insurance Coverage as per company policy.

Group Accidental Insurance:

You will be entitled to Accidental Insurance Coverage as per company policy.

Group Term Insurance:

You will be entitled to Term insurance Coverage as per company policy.

NOTE: This Statement is only for the purpose of information and is illustrative in nature.

For Spectrum Talent Management Pvt. Ltd.

Candidate Acceptance

(Authorized Signatory)

(Signature)

SECTOR 63, NOIDA - 201301, TEL - 0120 - 3384800 - 900
VISIT US | WWW.SPECTRUMTALENT.CO.IN

Executive Search | Flexi-Staffing | Payroll

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Rajashree Shashkumar

Dear Rajashree,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement, which is the basic requirement of your eligibility. In an event, where the said OBL requirements are not met within the stipulated timeline, this offer shall be withdrawn, canceled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries, please feel free to contact at the below mentioned details.

E-Mail Address: icicicareers@icicibank.com

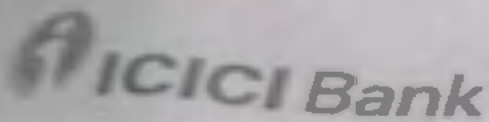
Phone: 022-71872500

ICICI Bank Limited
Mumbai
India

Tel: (91-22) 2853 1414
Fax: (91-22) 2853 1122
Website: www.icicibank.com
CIN: L65196GJ1994PL202101Z

Head Office: ICICI Bank
Near Chakli Circle
Old Padra Road,
Vadodra 390 007, India





PRIVATE AND CONFIDENTIAL

Reference No. - 1384515655
Applicant ID - 5897695
27-Jul-2023

Rajashree Shashikumar

Dear Rajashree,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in eRELATIONSHIP MANAGEMENT at Q2 GHANSOLI?

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure
The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 05-Jul-2023.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

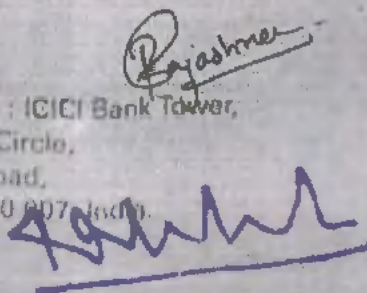
Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L68190GJ1994PLC021012

Regd. Office: ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vasni, Navi Mumbai - 400 703.

Reference No. - 1384515665
Rajashree Shashikumar

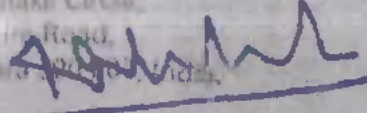
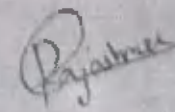
- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** in the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Banera-Kurla Complex
Mumbai 400 051, India

Tel: (91) 221 2653 1414
Fax: (91) 221 2653 1122
Website www.icicibank.com
CIN: UB0190GJ1934PLC021012

Regd. Office: ICICI Bank Tower,
Near Chakli Circle,
Old Paris Road,
Vadodra, Gujarat, India.



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703

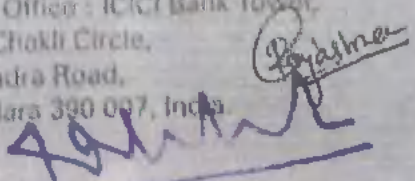
Reference No. - 1384515655
Rajashree Shashikumar

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65100GJ1994PLC021012

Regd. Office: ICICI Bank Tower,
Near Chokli Circle,
Old Padra Road,
Vadodra 390 007, India


- DIRECTOR
Oriental Institute of Management
Plot No. 14s, Sector - 12,
Vashi, Near Mumbai - 406 703.

Reference No. - 1334515655**Rajashree Shashikumar****• General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

RAJNISH SINHA

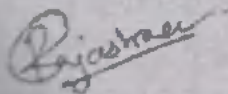
Digitally signed by RAJNISH SINHA

Date: 2023.06.27 08:40:11 +05:30

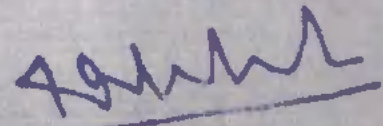
Reason: Offer Letter

Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.



Signature of Applicant



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703

ICICI Bank Limited
ICICI Bank Towers
Sampad-Kuta Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website: www.icicibank.com
CIN: L65100GJ1994PLC021012

Regd. Office: ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1384515655

Rajashree Shashikumar

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include -Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

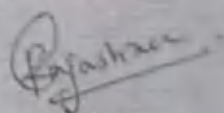
Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

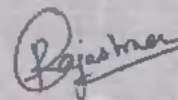
Tel : (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65100GJ1994PLC021012

Regd. Office : ICICI Bank Tower
Near Chakli Circle,
Old Padra Road,
Vadodra 390 015, India.


-DIRECTOR
Oriental Institute of Management
Plot No. 143 Sector - 12
Gurgaon - 122 002

Reference No. - 1384515655**Rajashree Shashikumar****Benefits:**

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.



Signature of Applicant

Digitally signed by RAJNISH SINHA

Date: 2023.06.27 08:40:11 +05:30

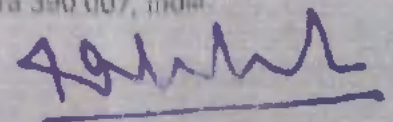
Reason: Offer Letter

Location: Mumbai

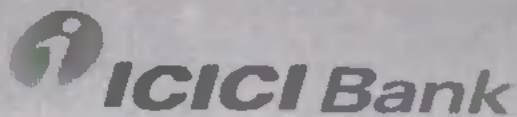
ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (01-22) 2653 1414
Fax: (01-22) 2653 1122
Website: www.icicibank.com
CIN: L65190GJ1990PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.



DIRECTOR
Oriental Institute of Management
Plot No. 14a, Sector - 12,
Vashi, New Mumbai - 400 703.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and mark sheets (Xth/XIth) Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

-DIRECTOR
Oriental Institute of Management
Plot No. 75, Sector - 12,
Vashi, Navi Mumbai - 400 703.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 057, India

Tel: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190AU1994PLC021013

Regd. Office: ICICI Bank Tower,
Near Chakl Circle,
Old Padra Road,
Vadodra 390 007, India

Remuneration Details

Name : Rajashree Shashikumar
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900

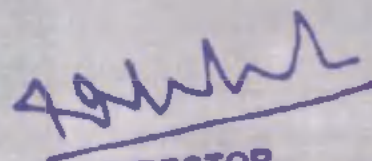
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

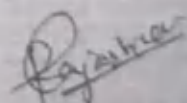
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 27-Jun-2023

Digitally signed by RAJNISH SINHA
 Date: 2023.06.27 08:40:12 +05:30
 Reason: Offer Letter
 Location: Mumbai



-DIRECTOR
 Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703



ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India

Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website: www.icicibank.com
 CIN: L65190GJ1998PLC021012

Regd. Office: ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodra 390 007, India



Date: 23-09-2022

Subject: Offer of Employment

Dear Ritvija Khanna,

Heartiest Congratulations to you!

HDFC Life is delighted to offer you the full-time position of Executive Trainee in our contingent upon your successful clearance of MBA/Post Graduate examination.

A detailed Compensation structure is enclosed here with (Annexure1) for your reference. An appointment letter along with the terms and conditions of employment will be issued to you after joining. Your joining will be subject to your successful clearance of On-boarding Assessment post your pre-joining training.

We are extremely excited to have you onboard. We are looking forward to receiving your acceptance of the offer on the duplicate copy of this letter. Please attach your resume and two passport size photographs with the same.

For & on behalf of
HDFC Life Insurance Company Limited

A handwritten signature in blue ink, appearing to read "Sushil".

Sushil Chander
Vice President – Human Resources

A handwritten signature in blue ink, appearing to read "Sushil".

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure 1

Date: 23-09-2022

Name: Ritvija Khanna

Designation: Executive Trainee

Band: J2

CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total Fixed Pay and Reimbursements	437,512	36,460
(III) Retirals		
Provident Fund	21,600	
Gratuity	6,888	
(IV) Valued Benefits		
Group Insurance Benefit	9,000	
Fixed Cost to Company (FCTC)	475,000	

Other Benefits (as per prevalent Company Policy):

Group Term insurance: Term cover of INR 12,00,000
 Mediciam: INR2,00,000 for self and dependents



-DIRECTOR
 Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

December 23, 2022

Riya Shah
Vashi

Dear Riya,

Offer Letter

We refer to the application made by you for a position at ICICI Home Finance Company Ltd. (hereinafter referred to as "ICICI HFC" and/ or the "Company") and subsequent discussions you had with us. We, ICICI Home Finance Company Ltd are pleased to make you an offer for the position of "Executive Trainee" w.e.f. January 9, 2023 at Vashi.

The other terms and conditions of your offer are as follows:

1. Your salary and allowances will be as mentioned in the enclosed Annexure "A".
2. You will be paid confirmation bonus of Rs. 50,000 on successful completion of probation period.
3. ICICI HFC shall have the right to transfer you to any of its existing offices or branches in India or to any future offices /or branches in India or abroad or to any of ICICI Group companies in India and abroad (now existing or to be established in future).
4. You will be on probation for a period for 6 months from your date of joining. Your employment will be confirmed upon satisfactory completion of your probation period or such extended period if any.
5. In case you decide to leave ICICI HFC's services your notice period will be as follows:
 - a. During probation period, you will be required to give ninety (90) days' notice.
 - b. Post confirmation, you will be required to give ninety (90) days' notice.
6. The Company shall have the right to terminate your offer forthwith for the reason as enumerated below, including but not limited to:-
 - a. For any act of dishonesty or other misconduct or for being held guilty or prosecuted by a competent court or statutory authority for any offense involving moral turpitude or civil or criminal cases instituted against you.
 - b. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offense involving moral turpitude.
 - c. Any false, misleading and/or incorrect information furnished by you.
7. If the terms and conditions of offer enumerated in this letter are acceptable to you, please confirm your acceptance by returning a copy of this letter, duly signed by you, within three (3) days of receipt.

Yours sincerely,



Ashish Kakkar

Chief Human Resources Officer

Accepted, I will join on or before 9th January 2023

Name of Applicant: Riya Rupesh Shah


Signature Riya Shah

Date: 24-12-2022

ICICI Home Finance Company Limited
Registered Office:
ICICI Bank Towers,
Bandra-Kurla Complex
400 051, India.

Corporate Office:
ICICI HFC Tower
Andheri Kurla Road, J.B Road
Andheri(E), Mumbai-400 059

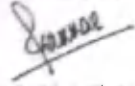
Tel.: (091-022) 40093231
Website-www.icicifhc.com Mumbai
CIN: U65922MH1999PLC120108



DIRECTOR
Oriental Institute of Management
Plot No. 10, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Annexure "A"

Compensation Structure of Riya Shah Role: Executive Trainee Location: Vashi	
Particulars	Annual Amount(₹)
Basic	1,50,000
*Allowance	315905
Employer's Contribution to PF**	21600
Gratuity Costing***	12495
Total Fixed Pay	5,00,000
Confirmation Bonus	50,000
*Allowance will include all monthly & annual components HRA, Telephone Reimbursement, LTA and any other allowance as may be applicable.	
** Statutory Contribution of PF and ESIC as per Provident Fund & Miscellaneous Provision Act 1952 and employee state insurance act 1948.	
***Please note that the payment of gratuity will be subject to the provisions of Payment of Gratuity Act, 1972 and as per policies of the ICICI HFC.	
Confirmation Bonus will be paid on successful completion of probation period of 6 months under Executive Trainee Program.	
You may be covered in the Performance Bonus Plan as per the prevailing rules/policies of the Company. Please note that there is no guaranteed performance bonus, it would however be subject to provisions of the payment of Bonus Act, 1965 wherever applicable.	
Comprehensive Mediclaim Coverage for you and your immediate family up to ₹Rs.400, 000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse, your dependent parents and dependent children (2 children maximum). This benefit is subject to change as per ICICI HFC's policies.	
You will also be entitled for coverage under various benefits including insurance as per prevailing rules/policies of the Company.	
The remuneration which includes basic salary, allowances and perquisites if any are subject to limits and rules prescribed by the Income Tax Act, 1961 / Rules and policies of the Company.	

For ICICI Home Finance Company Limited

Ashish Kakkar
Chief Human Resources Officer

Name of Applicant: *Riya Shah*
Signature: *Riya Shah*
Date: *24-12-2022*

DIRECTOR
Oriental Institute of Management
PLOT No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.
ICICI Home Finance Company Limited
Registered Office:
ICICI Bank Towers,
Bandra-Kurla Complex
400 051, India.

Corporate Office:
ICICI HFC Tower
Aadhar Kurla Road, J.B Road
Andheri (E), Mumbai-400 059

Tel.: (091-022) 40093231
Website-www.icicifhc.com Mumbai-
CIN: U65922MH1999PLC120106



Gaori Agrawal 27 May

to me ▾



Dear Tanvi,

Further to your job application, in-person interview at HiringHawk.com and also based on the details / documents provided by you, we are pleased to offer you the position of Recruitment Consultant at HiringHawk.com (Awish People LLP). The salary offered is Rs. 2,40,000/- p.a. + Rs. 30,000/- performance linked annual bonus.

(Applicable statutory dues will be deducted from the salary. Annual bonus is totally performance based and is not a guaranteed amount.)

Please note that in case any details/information provided by you is found to be incorrect, this offer may be withdrawn.

Kindly confirm your acceptance of this offer and date of joining as 29th May,2023 by EOD today.

Best Regards,
Gaori Agrawal
Founder
HiringHawk.com (Awish People LLP)

Show quoted text

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703



EAGLE FINANCE

It's Time For An Expert

EAGLE FINANCE,
202, AMRUT PLAZA,
BEHIND ST BUS DEPOT,
NEAR RAILWAY STATION,
THANE WEST- 400601.

M/S TRUPTI LONDHE,
BHANDUP(THANE - 400612)

DATE:- 04.09.2020

DEAR SIR/MADAM,

WITH REFERENCE TO YOUR INTERVIEW DATE :- 03.09.2022
WE ARE PLEASED TO OFFER YOU POSITION OF BACKOFFICE IN OUR ORGANISATION.

YOUR JOINING DATE WILL BE CONFIRMED ONCE YOU ACCEPT THE BELOW GIVEN
TERMS AND CONDITION:-

- 1) YOU ARE ENTITLED TO A CTC OF 14000/- PER MONTH.
- 2) YOU HAVE TO SUBMIT YOUR KYC COPY PASSPORT SIZE PHOTO RESUME WITH
GUARDIAN NUMBER FOR DOCUMENTATION PROCESS. AND ALSO BRING ORIGINAL
FOR VERIFICATION.

PLEASE SEND US YOUR CONFIRMATION BY SIGNING THIS LETTER.
WE LOOK FORWARD TO BE MUTUALLY RESPONDING PROFESSIONAL
RELATIONSHIP WITH YOU.
WE LOOK FORWARD TO WELCOME YOU ON BOARD.

SINCERELY,
ANURADHA SINGH,
EAGLE FINANCE.

ACCEPTED BY,

TRUPTI LONDHE,
BHANDUP(THANE).

For Eagle Finance

Proprietor

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703



PRIVATE AND CONFIDENTIAL

Reference No. - 1384515654
Applicant ID - 5895481

16-Jun-2023

Trusha Hate

Dear Trusha,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme during the current academic year and submission of your certificate and mark sheet within 3 months of result announcement - which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked, which please take note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

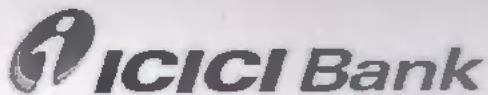
ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703



PRIVATE AND CONFIDENTIAL

Reference No. - 1384515654

Applicant ID - 5895481

16-Jun-2023

Trusha Hate

Dear Trusha,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in eRELATIONSHIP MANAGEMENT at Q2 GHANSOLI?

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure. The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 05-Jul-2023.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

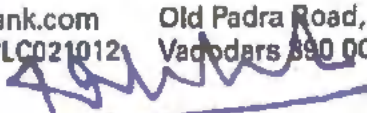
Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

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Old Padra Road,
Vadodars 390 007, India.


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12
Vashi Navi Mumbai - 400 703



Reference No. - 1384515654

Trusha Hate

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

**-DIRECTOR**

Oriental Institute of Management

Plot No. 149, Sector - 12.

Vashi, Navi Mumbai - 400 703.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.



Reference No. - 1384515654

Trusha Hate

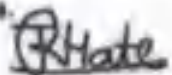
- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodra 390 007, India.


DIRECTOR
Oriental Institute of Management
Phase: 149, Sector - 12,
Gurgaon - 122 002



Reference No. - 1384515654

Trusha Hate

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

RAJNISH SINHA

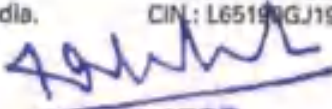
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

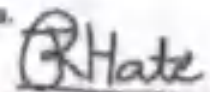
Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.


DIRECTOR
Oriental Institute of Management
Plot No. 143, Sector - 12,
Vashi, Navi Mumbai - 408 703



Reference No. - 1304515654

Trusha Hate

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,58,100/- (Rupees One Lakh Fifty Eight Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.


Superannuation Allowances:

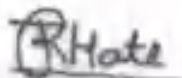
- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN: L60190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Gurgaon, Haryana





:6:

Reference No. - 1384515654
Trusha Hate

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

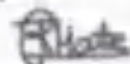
Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Near Mumbai - 400 703.





JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

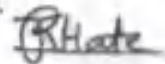
Please note that you are required to attend induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.


- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



Remuneration Details

Name : Trusha Hate
 Position: Deputy Manager (Band I)
 Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	13,175	1,58,100
Superannuation Allowance **	1,350	16,200
Total	28,025	3,36,300
Retrials		
Retrials (PF, Gratuity) ***	2,550	30,600
Total Fixed CTC	30,575	3,66,900
Performance Linked Retention Pay #	6,250	75,000
Total CTC	36,825	4,41,900

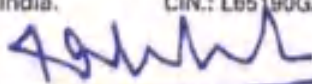
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance
 *** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
 #Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 16-Jun-2023


ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
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-DIRECTOR
Oriental Institute of Management
 Plot No. 144, Sector - 12,
 Vashi, Navi Mumbai - 400 703.



Definitions:

- **Cost to the Company** - Cost to Company (CTC) is the yearly expenditure that a company spends on an employee.
- **Gross Amount** - Gross salary is the aggregate amount of compensation discharged or spent by an employer or company towards the employment of an employee, before any deductions.
- **Provident Fund** - Provident Fund is a compulsory, government-managed retirement savings scheme for employees, who can contribute a part of their savings towards their pension fund, every month. Their monthly savings get accumulated every month, and can be accessed as a lump sum amount at the time of retirement, or end of employment.
- **Professional Tax** - Professional tax is a tax that is levied by the state government and applies to income you earn through employment. You can often find the deduction for the same on your salary slip each month. The maximum amount of professional tax cannot exceed Rs. 2,500 annually.
- **In hand Salary** - In-hand salary is the amount which the employee receives after the tax, and other deductions are carried over.

For IIDE Education Private Limited,

Karan S

Karan Shah
CEO & Founder

Varun Jawale
Junior Academic Counsellor

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

From: **WAQAS SHAIKH** <waqasahmed.shaikh@oim.edu.in>
To: **placements@oim.edu.in** <placements@oim.edu.in>
Subject: **Fwd: Your Selection to work as Team Leader - Credit Reports in Veeraraghavan & Co, Mumbai**
Date: **04 07 2023 18:43:32 (+02:00)**

From: **WAQAS SHAIKH** <waqasahmed.shaikh@oim.edu.in>
Date: **22 May 2023 at 8:30:46 PM IST**
To: **Waqas Shaikh** <shaikhwaqasbms@gmail.com>
Subject: **Fwd: Your Selection to work as Team Leader - Credit Reports in Veeraraghavan & Co, Mumbai**

Sent from my iPhone

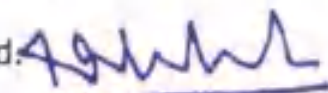
Begin forwarded message:

From: **Manish Verma** <manishverma@veer-india.com>
Date: **22 May 2023 at 5:45:02 PM IST**
To: **waqasahmed.shaikh@oim.edu.in**
Cc: **"Liston Lewis (Boss)"** <listonlewis@hotmail.com>, **Vijay Chavan** <vijaychavan@veer-india.com>
Subject: **Your Selection to work as Team Leader - Credit Reports in Veeraraghavan & Co, Mumbai**

Dear Waqas,

This is with reference to your interview for the position of "Team Leader – Credit Reports" in VEERARAGHAVAN & Co, Mumbai. We are glad to inform you that you have been selected for the position & are required to join on 29th May 2023. You will be on probation for first 6 months and your services shall get confirmed after successful completion of probation period basis your performance & you shall be given all the statutory benefits (PF, ESIC, Leave Salary, Bonus & Gratuity).

The Financial consideration during the probation period shall be Rs. 15,000/- + Incentives. We shall evaluate your performance for first three months and on finding your performance satisfactory, we shall raise your salary to 18000 PM + Incentives. Expenses incurred for performing official duties shall be reimbursed.


DIRECTOR
Oriental Institute of Management,
Plot No. 149, Sector - 12,
Vashi, Near Mumbai - 400 703.

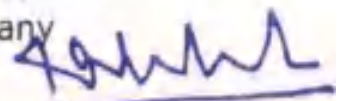
You are required to submit the following documents & confirm your date of Joining to enable us to proceed further. Notice period while in probation is 30 days and after confirmation of services, notice period will be 2 months.

- Fresh CV
- 6 PP size Photos
- 10th / 12th / Graduation & Post Graduation (If Any) Marks sheet Xerox
- Photo ID proof (Xerox of Pan Card or Driving License or Voter ID card or Passport) – 2 copies
- Residential Proof (Xerox of Ration card or Tel bill or Electric bill) – 2 Copies
- 2 References.
- Copy of Resign letter duly accepted by current employer.(If any)
- Xerox of Aadhar Card - 2 Copies (Date of Birth should be mentioned in DD/MM/YY)
- A Cancelled Cheque

You can courier the above mentioned documents at the following address with HR Dept.

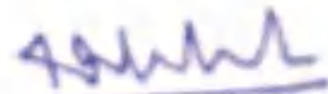
Veeraraghavan & Co,
B-506, Pranik Chambers,
Saki Vihar Road, Nr. Sakinaka Metro
Station,
Sakinaka, Andheri (E), Mumbai -
72

We welcome you in VEERARAGHAVAN & Co. & wishing you a rewarding career with us. For any clarification, please feel free to call me on 8779455096



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Thanks & Regards,
FOR VEERARAGHAVAN & Co.
Manish Verma



DIRECTOR
Oriental Institute of Management
Pune-40, Sector-12
Vashi, East Mumbai-400 751

Issue Date: 04-05-2023

Private & Confidential

Offer-Cum-Appointment Letter

Dear Yash Jadhav

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Branch Sales Manager - DSA - Loan Against Securities- Loan Against Securities at Piramal Capital & Housing Finance Limited. You shall join the company on or before 19-06-2023. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Mumbai - Mira Bhayandar, Thane, Maharashtra, India. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A": Salary and Benefits

Annexure "B": General Terms & Conditions of Services for Managerial Personnel

Annexure "C": Documents required at the time of joining

All the annexure mentioned above shall form a part and parcel of this Letter. If the terms and conditions enumerated in this Letter, including its annexure are acceptable to you, please confirm your acceptance by e-signing this Letter within 3 days of the date of this Letter. In case no confirmation is received within the above mentioned period this Letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

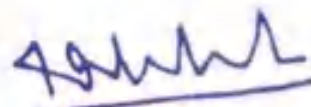
Sincerely yours,

For Piramal Capital & Housing Finance Limited



Pameel Soni

Head- HR

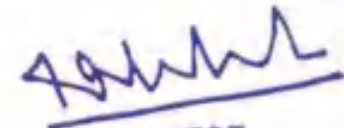

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 17,
Vashi, Near Mumbai - 400 703.

Band / Grade-M11

Department: Personal Finance, Retail Finance Group Personal Loans Personal Loans

Annexure "A"-COMPENSATION DETAILS

Component	Description	Payment Mode	Per Annum (in Rs.)	Per Month (in Rs.)
Basic	40% of Total Fixed Pay	Paid in monthly salary	260000	21667
Flexible Benefit Plan (FBP)	Balance amount	Paid in monthly salary (depending on Plan opted for)	342000	28500
Bonus	Fixed amount	Paid in monthly salary	16800	1400
Total			618800	51567
PF Co's Contribution	12% of Basic	Employer's contribution to Fund	31200	2600
Total Fixed Pay (TFP)	Sum of Total and PF		650000	54167
Joining Bonus		As per below mentioned clause	1,00,000	-
Total CTC	Sum of TFP, Joining Bonus, Performance Pay		7,50,000	-



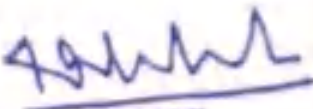
-DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

Notes:

- Flexible Benefit Plan (FBP) comprises of HRA, LTA, Education Allowance, Company Leased Car & Reimbursements, Self-owned car & Reimbursements, NPS contribution, Voluntary PF and; basis eligibility. The employee gets to allocate the pool amount under various components as desired. Tax benefits will be based on declaration & as per IT law.
- Bonus: The amount against this component will include Statutory Bonus payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Performance Pay/Incentive etc. if you are eligible for the same.
- Group Mediclaim Policy with coverage of self, spouse, 2 dependent children (up to the age of 21) and parents, as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, sum assured 2 times of Total Fixed Pay with minimum coverage of INR 10 Lakhs and maximum coverage of INR 3 Crores, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time
- Gratuity will be applicable as per the Payment of Gratuity Act.

Joining Bonus:

- In addition to Total Fixed Pay, a joining bonus of Rs.1,00,000 (Pre Tax) will be payable to you.
- The same would be paid in the first month's salary.
- Joining Bonus (Pre Tax) would be recovered in full from your full and final settlement in case you resign within 2 years from the date of joining.



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Vashi, Navi Mumbai - 400 703.

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company & Piramal Group as applicable from time to time read together with the terms of this Letter.

For the purpose of this Letter "Piramal Group" shall mean Piramal Enterprises Limited and all its subsidiaries, associate or group companies.

1. Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

2. Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the country or abroad which may be under the same management or under different managements.

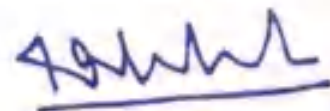
3. Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in bad faith or in violation of applicable law or breach of this Letter and/or the policies of the Company, you shall be solely liable and shall reimburse the Company for any loss incurred by it as a consequence thereof.

4. Rules, Policies, Procedures and Code of Conduct

You shall comply at all times with the Company's Rules, Policies and Procedures as amended from time to time ("Policies"). The Policies are incorporated by reference into this Letter and are subject to change, replacement or withdrawal at the discretion of the Company. It is your responsibility to keep yourself aware of all the policies of the Company at all times during your employment. By accepting this offer you hereby undertake that you shall comply with all the policies of the Company at all times during your employment. You hereby further undertake that you shall promptly disclose to the Company any transactions or matters which are, or may be, in contravention of the Policies.

You are also bound by the Piramal Group code of conduct in addition to the Company code of conduct and the Fair



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Plot No. 142, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Practices code. The Company may implement the disciplinary procedure if you fail to comply with the code of conduct and in certain circumstances, this could amount to gross misconduct leading to dismissal.

5. Compliance

You are aware that there are laws against trading securities using material non-public information and you agree to comply with such laws.

During the continuance of the employment you are expected to comply with the Company's and Piramal Group policies, practices and procedures and, if required, sign any necessary documentation with respect to such policies, practices and procedures.

6. Leave, Work hours, Weekly holidays & Paid Holidays

You shall be governed by the Company's policy pertaining to leave, work hours and weekly holidays.

7. Probation and Confirmation

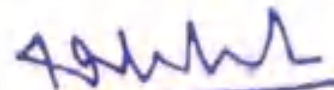
You will be on probation for a period of 6 months. Upon successful completion of the probation and subsequent performance evaluation, your position may be confirmed. During the period of your probation, if your performance is found to be wanting or there are deficiencies in your performance, the management may at its discretion with a view to give you an opportunity to improve upon your performance, extend your period of probation by a letter in writing. Unless confirmed in writing, you will continue to be on probation.

8. Performance Bonus/Incentive Payments/Increment/Promotion

The Company may in its absolute discretion pay you a performance bonus/incentive of such amount, at such intervals and subject to such conditions as the Company may in its absolute discretion determined from time to time in accordance with the Piramal Group policy. Each year you will qualify for a discretionary performance bonus/incentive based entirely on the Company's assessment of your performance during the previous year (April to March). Any bonus/incentive may be paid in cash, shares or any other form, may be deferred in full or in part, and may be forfeited or reduced in such circumstances and on such terms as the Company may determine appropriate.

The exercise of discretion to pay a bonus/incentive in one financial year shall not bind the Company or act as a precedent for the exercise of discretion in any other financial year. If, on or before the date when a bonus/incentive might otherwise have been payable your employment has terminated or either party has given notice under these terms and conditions to terminate your employment, you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/increment, at any time without prior notice.



-DIRECTOR
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Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 763.

Piramal Capital & Housing Finance Ltd
(Formerly known as Dewan Housing Finance Corporation Ltd)
CIN: L25100MH1989PLC02509

Registered office: Unit No-101, 5th Floor, Aarav Building, Agastya Corporate Park, Ramani Junction,
Old Fire Station, 185, Marg, Kurla (West), Mumbai - 400 018
T: 022 27 2901 8000

9. Retirement benefits

You will be entitled for Provident Fund and Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

10. Group Mediclaim policy

Group Mediclaim Policy is applicable to all the Management Staff working with the Company for his/her family members (Spouse, two children (up to 21 years) and parents). Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management band in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

11. Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

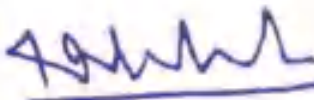
12. Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your Annual Gross Remuneration Package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/leave, outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

13. Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, of any of Piramal Group Company or of any their customer, supplier or other person having dealings with the Company and any of the Piramal



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Oriental Institute of Management
Plot No. 143 Sector - 12,
Vashi, Navi Mumbai - 400 702

Piramal Capital & Housing Finance Ltd
(Formerly known as Dewan Housing Finance Corporation Ltd)
CIN: U65910MH1984PL0032630

Registered office: Unit No-601, 5th Floor, Amal Building, Agartya Corporate Park, Karamba Junction,
Opp. Fire Station, 185 Marg, Kurla District, Mumbai - 400 070
T: +91 22 5872 4000

Group Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company

In performing your duties, you may from time to time receive or obtain information/data/documents from the Company or a related or associated or subsidiary or affiliated Company or any of Piramal Group Company or otherwise have access to information relating to their clients or business information, business plans, systems, personnel, or other information of a confidential nature ("the Information").

In consideration of the Company making the Information/ data/ documents available, you undertake and agree that you will:

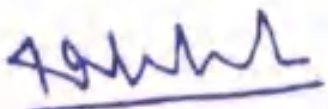
- a. Keep the Information/data/documents confidential at all times and not divulge or communicate to any person, other than those approved in writing by the Company, any of the Information/data/documents which you may (whether before or after the date of this Letter) receive or obtain;
- b. Not use the Information/data/documents for any purpose other than in connection with your services to the Company;
- c. Immediately return or destroy (at the Company's option) the original and all copies of any records of the Information/data/documents (in whatever form) and all notes and other documents embodying any of the information on the first to occur of any of the following:
 - i. on the Company's demand;
 - ii. on termination or expiration of your employment with the Company.

14. Information, Assets and Systems

When you join the Company you may have access to phones, e-mail, internet and other equipment and systems. These form part of our IT and communication systems and you will be required to use them in accordance with the Piramal Group policies relating to them. You should refer to the code of conduct for further information on these policies. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

15. Intellectual Properties

You acknowledge that ownership of, and all right, title, and interest in the Intellectual Properties shall at all-time vest in the Company. You expressly agree that all Intellectual Properties created by you during the course of your employment shall be under a contract of service and shall belong to the Company only.



-DIRECTOR
Oriental Institute of Management

Plot No. 142, Sector 12

Vashi, Navi Mumbai - 400 703

Piramal Capital & Housing Finance Ltd

(Formerly known as Dorco Housing Finance Corporation Ltd)

CIN: L26910MH110289PLC012029

Registered office: Link No-501, 5th Floor, Ankit Building, Agastya Corporate Park, Kharvel Industrial Estate,

Opp. Fire Station 18th Marg, 10/11 (West), Mumbai - 400 070

T-022 2880 9000

Group Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

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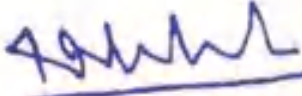
- a. Keep the Information/data/documents confidential at all times and not divulge or communicate to any person, other than those approved in writing by the Company, any of the Information/data/documents which you may (whether before or after the date of this Letter) receive or obtain;
- b. Not use the Information/data/documents for any purpose other than in connection with your services to the Company;
- c. Immediately return or destroy (at the Company's option) the original and all copies of any records of the information/data/documents (in whatever form) and all notes and other documents embodying any of the information on the first to occur of any of the following:
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-DIRECTOR
Oriental Institute of Management

Plot No. 149, Sector - 12,
Vashti, Navi Mumbai - 400 703

Piramal Capital & Housing Finance Ltd

(formerly known as Dewan Housing Finance Corporation Ltd)

CIN: L65910MH1984PLC032639

Registered office, Unit No. 601, 6th Floor, Anand Building, Agency Corporate Park, Eastern Junction,

Opp. Film Station, LBS Marg, Kurla (West), Mumbai - 400 070

T +91 22 8002 4000

You shall, whenever requested to do by the Company whether during or after the termination of your employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain Letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

You may have access to third party intellectual property that has been acquired by the Company by licenses or otherwise in the course of your employment in the Company. Any unauthorized reproduction, transmitting, publishing, adapting, storing, copying, modifying, distributing, displaying, reformatting, editing, excerpting, hosting, broadcasting, routing or any other misuse of the third party intellectual property by you is strictly prohibited and will constitute grounds for immediate termination of employment.

You shall execute and comply with the proprietary information and inventions agreement with the Company, which prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

16. Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

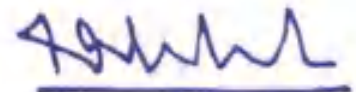
17. Non Solicitation

This non-solicitation condition will be binding on you for a period of 2 years from the date of cessation/ termination of your services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

- a. Any client of the Company with whom Piramal Group is currently (during your period of employment) running a deal/mandate or any deal/ mandate that became known to you during your employment at the Company.
- b. Any person of Piramal Group who was employed by the Company or any Piramal Group Company or any person whose name became known to you during your employment at the Company in any office and in



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Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Piramal Capital & Housing Finance Ltd
(formerly known as Dewan Housing Finance Corporation Ltd)
CIN: L65910MH1984PLC032639
Registered office: Unit No-601, 6th Floor, Amiti Building, Agastya Corporate Park, Kamani Junction,
Opp- Film Station, LBS Marg, Kurla (West), Mumbai - 400 070
T +91 22 3802 4000

any capacity.

- c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Piramal supplier, vendor or partner.
- d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

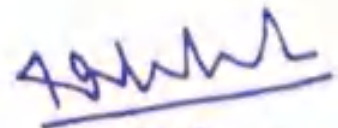
18. Medical Fitness & Verification of Particulars

Your appointment is subject to:

- a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.
- b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
- c. Submission of dues clearance certificate and / or Relieving Letter from your last employer.
- d. Salary of previous Company declared by you should match with the proof submitted to us. In case the salary particulars declared by you are found false or incorrect, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.
- e. Based on the information furnished by you about yourself. If during the employment it is found that any of the details and/or information furnished in by you is incorrect/false or is in contravention to the Company's code of conduct or rules of the Company or if it is found that you have concealed/fabricated documents/records/testimonials of your past training/employment, your service shall be liable to be terminated at source without any notice and such cessation of the employment will be for the reasons attributable to you.

19. Non Conflict of Interest and No External Employment

You will not, during your employment with the Company, except with the specific approval of the Company, undertake other full time or part time work for remuneration or work which will adversely affect your professional image and integrity as an employee of the Company. Assignments of social, charitable, literary, religious work or board membership of any other Company can be pursued with prior approval of the Company.



DIRECTOR
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Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Piramal Capital & Housing Finance Ltd

(Formerly known as Dewan Housing Finance Corporation Ltd)

CIN: L65910MH1994PLC032639

Registered office: Link No-601, 6th Floor, Anand Building, Apantya Corporate Park, Eastern Suburbs.

Opp. Fire Station, LBS Marg, Kurla (West), Mumbai - 400 092

Tel: 022 3887 4000

20. Receipt of Payments and Benefits from Third Parties

Subject to any Piramal Group regulations issued and amended from time to time, neither you nor any member of your family, nor any Company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you or on behalf of the Company if you, any member of your family or any Company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Company for the amount received or the value of the benefit so obtained.

21. Governing Law

The interpretation and enforcement of this Letter shall be governed by and construed in all respects in accordance with the law of India and the parties submit to the non-exclusive jurisdiction of the Mumbai courts.

It is expressly agreed that this Appointment is made on the basis that your services being mainly of a Management and/or Supervisory nature, you will not be entitled to any rights, privileges and benefits as may be or become applicable to employees covered by the Industrial Disputes Act, 1947.

22. Changes to your Terms of Services

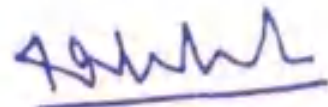
The Company shall have the right to add, to alter, modify or abrogate from time to time any term of the Contract of Employment, including remuneration and perquisites, which will be communicated to you either by individual Letter or by circular. Any changes will take effect from the date stated in the communication.

In relation to the benefit policies referred to in this contract, the Company reserves the right to withdraw or alter their terms without notice at any time and you may in certain circumstances be excluded from participation in any policy/scheme or any element within it.

You should acquaint yourself with all Company rules and policies which are applicable to you. Also, you shall at all times be conversant with and comply with any rules and regulations applicable to your specific area of work, such as (where applicable) the local rules, regulations, and by-laws and any and all applicable laws in relation thereto. Violation of any of these rules, regulations, laws or provisions may result in the immediate termination of your employment.

In case you are convicted by Judicial Authority under Civil Procedure code, Criminal Procedure Code or Indian Penal Code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

23. Warranty



-DIRECTOR
Oriental Institute of Management
Plot No. 142, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Piramal Capital & Housing Finance Ltd
(formerly known as Dewan Housing Finance Corporation Ltd)
CIN: L5910MH12004PL1002909

Registered office: Link Road, 6th Floor, Anand Building, Agave Corporate Park, Kambli Road,
Opp. Five Star Hotel, LBS Marg, Vashi (West), Mumbai - 400 070
T +91 22 2802 6000

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Letter.

24. Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Piramal Group Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Piramal Group HR may use such information in the course of its business. You agree that the Company and Piramal Group HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

25. Normal Retirement Age

You will retire on attaining the age of 58 years. Your date of birth as given by you, with the Company is recorded as 01-11-2001 and the same shall be treated as authoritative and final in the records of the Company. The same will remain unchanged and as a condition of employment you will automatically retire at the end of the month in which you attain the superannuation age and that no further notice whatsoever to you will be necessary in this regard. No request for change in date of birth will be entertained during the period of your service.

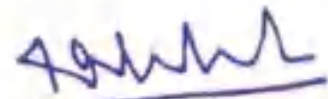
26. Notice of Resignation/Termination

During Probation: Thirty days' notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Gross Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice or assigning any reasons.

Post Confirmation: Ninety days' notice on either side with the Company retaining the right to pay salary in lieu of the notice. The payment in lieu of notice will be calculated on your Gross Salary.

The Company reserves its right to dispense with the notice period and/or part thereof in its sole discretion by accepting your resignation with immediate effect i.e. even before the last date of working/resignation mentioned in the resignation letter. In such an event you shall be paid salary calculated on your gross salary for the notice period and/or part thereof.

If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behavior's, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703

Piramal Capital & Housing Finance Ltd
(formerly known as Devdas Housing Finance Corporation Ltd)
CIN: I65910MH1984PLC034539

Registered office: Unit No-001, 8th Floor, Aardr Building, Agastya Corporate Park, Kamard Junction,
Opp. Fire Station, 14th Marg, Kurla (West), Mumbai - 400 070
T +91 20 3800 4000

information in the application form or any other form of misconduct, in ordinary parlance negligence or acted in a manner detrimental to the interests of the Company, your services are liable for termination with immediate effect and in this case notice pay will not be payable by the Company.

27. Termination

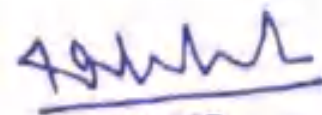
Your employment / services will be governed by Company's rules and regulations applicable from time to time. If the Company is not satisfied with your performance on any account, the Company reserves the right to terminate your employment with immediate effect by paying proportionate gross salary in lieu of any notice period applicable to you. The Company also reserves the right to terminate your employment without cause, with a notice or by paying proportionate gross salary (excluding variable pay) in lieu of applicable notice period.

If you wish to terminate your employment with the Company, you shall be required to serve notice as applicable to you. The Company may however, at its sole discretion, waive off the notice period, in full or in part, with or without proportionate notice period deduction of gross salary in lieu of short notice, without assuming any liability to compensate you in respect of the period so waived.

Your services can be terminated for loss of confidence. In such an eventuality you will be kept informed in writing the reasons for losing confidence.

Notwithstanding anything contained in this Letter, the Company may terminate your employment with immediate effect, at any time without notice or payment in lieu thereof or any compensation whatsoever for Cause. For the purpose of this Letter, "Cause" shall mean any one or more of the following:

- a. Any breach of integrity, act of dishonesty, embezzlement, breach of statutory duties, breach of confidentiality obligations, pilferage and theft, attending work under the influence of alcohol, or drugs or any other intoxicating substances.
- b. Breach of the Company rules and policies, guilty of serious misconduct, disobedience of reasonable orders from superiors, causing actual or threatening physical harm or damage to Company property or any misconduct by you or in case of breach of the terms, conditions or stipulations contained in this Letter.
- c. You being convicted of any criminal offence or committing fraud against, or the misappropriation of material property belonging to the Company;
- d. Your absence without approved leave for a period of more than 10 days;
- e. You become insolvent or restrained under any contract or arrangement or is under any legal disability from performing his/her obligations;
- f. You conduct yourself in a way which, in the Company's reasonable opinion, may bring any member of the Company into disrepute or which may jeopardize or prejudice the business and/or reputation of the Company;
- g. Any material violation of the Company's policies;



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector- 12,
Vashi, Navi Mumbai - 400 703.

Piramal Capital & Housing Finance Ltd
(Formerly known as Devas Housing Finance Corporation Ltd)
CIN: U52400WB1994PL2032629

Registered office: Unit No. 501, 5th Floor, A-wing Building, Agapya Corporate Park, Kamath Road, Goregaon, East, Mumbai - 400 075
Toll-free: 1800 200 2000
E-mail: info@piramal.com

- b. The results of any background checks or searches conducted by the Company are deemed unsatisfactory to it in its absolute discretion.

The employee accepts and agrees not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

28. Consequences of termination of your employment

Upon termination of your employment for any reason whatsoever, you shall:

- a. Automatically vacate all offices held by you as a result of your employment with the Company.
- b. Immediately hand over to us the Company's property including but not limited to all papers, Laptops, documents, security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.
- c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);
- d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and
- e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.
- f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

29. Background Verification Check

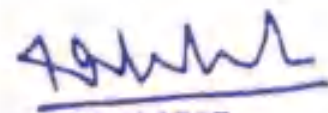
The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information /documents and non-submission of such information/documents from your side might affect the results of this verification.

The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

For applicants hired through campus or equivalent program, the offer stands withdrawn in case the examinations as prescribed by the institute/university are not cleared in the same session.

30. Other terms and conditions

- a. In addition to the terms and conditions of employment herein and above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the



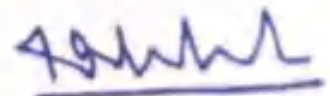
DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Piramal Capital & Housing Finance Ltd
(formerly known as Dewan Housing Finance Corporation Ltd)
CIN: L28210MH1994PL002639

Registered office: Unit No-601, 6th floor, Aard Building, Agave Corporate Park, Khandivda, Mumbai - 400 050
Opd. Fire Station, 135 Marg, Kurla (West), Mumbai - 400 029
T: 022 2622 9999

Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.

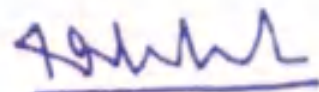
- b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.
- c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.
- d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall loose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.
- e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.
- f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.



DIRECTOR
Oriental Institute of Management
Plot No. 105, Sector - 12,
Vasant Vihar, New Delhi - 110 021

Piramal Capital & Housing Finance Ltd
Formerly known as Service Housing Provident Corporation Ltd
CIN: L26900Del1982PLC02079
Registered Office: Unit No-202, 5th Floor, Axis Building, Agartya Corporate Park, Okhla Industrial
Zone, New Delhi - 110 025, India. Contact: 496-0000
E: 496-0000

MMS- Batch 2020-2022



- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 783.

KLICK CONSULTING

Office No. 33, Premji Bhawan, 27/2/93 Sagar International City Road, Mumbai - 400004 • management@klickconsulting.in • +91 8104521157

Employment Letter

Ms. Nandinee Arjun Rambade
24th March 2022

Klick Consulting (hereinafter referred to as 'the firm') is pleased to offer you employment on the following terms and conditions:

1. **Job role:**

You will be employed in the position of **Accounts Executive**.

2. **Place of Work:**

Your principal place of work will be in **Mumbai, India**. However, the firm may require you to travel within India to perform your duties.

3. **Joining Date:**

Commencement of your employment with Klick Consulting will be effective from **23 April 2022**.

4. **Compensation:**

a) You shall be paid in Indian Rupees (INR) a salary of:

Monthly	16,500
Annually	1,98,000

b) Your annual gross salary will be subject to tax deduction at source as per the Indian Income Tax Act and Professional tax. You will be responsible for providing original documents in order to avail the tax benefits as per the salary structure.

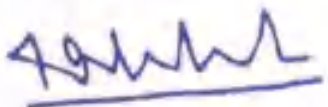
c) Your salary has been broken down in line with Indian Income Tax Act and this is subject to change without notice.

d) Your monthly compensation will be paid by the 7th of the next calendar month of which the salary is payable.

e) You agree that the firm may deduct from your remuneration any debts owed by you to the firm. If on the termination of your employment you owe any money to the firm, the firm shall be entitled to deduct any such money from your salary or any end of service benefits.

5. **Hours of Work:**

a) Your employment at Klick Consulting will be as a fulltime employee. Your normal working day shall consist of nine (9) working hours, from 10:30am to 7pm; Monday to Friday and 10:30am to 3:30pm on Saturdays. You may be required to work in excess of the normal office hours in order to satisfy the requirements of the role, and you will not be entitled to any overtime pay in this regard. We allow limited flexible starting and finishing times;


DIRECTOR
Oriental Institute of Management
Plot no. 190, Sector - 12,
Vashi, Navi Mumbai - 400 703.

- b) You will be entitled to a one hour lunch break each day, to be taken in agreement with the Management.
- c) During your employment you shall not, without the prior written consent of Klick Consulting, carry out or be engaged, concerned or interested, directly or indirectly (whether as an employee or in any other capacity), in any trade, business or occupation other than that of Klick Consulting.

6. Annual Leave:

You shall be entitled to **21** working days of leave per year. Out of this, 6 days will be allowed as sick leaves and the balance as casual leaves (wherein appropriate notice must be given).

7. Probationary Period:

The first **three (3) months** of your employment with Klick Consulting shall be deemed a probationary period, commencing on the joining date set forth in paragraph 3 above, during which time your employment may be terminated with or without cause by either party with **15 days'** notice period or by paying wages in lieu of such notice. Unless terminated in accordance with the terms and conditions of this employment contract, your employment shall be automatically confirmed at the end of the probationary period and will then continue in accordance with this employment contract.

8. Termination:

Your employment with Klick Consulting will be for an unspecified period and remain in force until one party delivers to the other party **one (1) month** written notice of termination. Klick Consulting can terminate the employment contract without notice by paying wages in lieu of such notice.

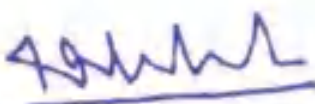
9. Changes to Your terms of employment:

This agreement replaces any previous particulars of employment issued to you and supersedes and replaces all prior agreements, understanding and undertaking whatsoever (whether verbal or written). The firm reserves the right to make reasonable changes to any of your terms and conditions of employment and you will be notified of minor changes of detail by way of general notice, letter, policy and process or email and any such changes will take effect from the date of the notice.

This offer is contingent on all information at the time of application being verified and correct.

In your personal life and conduct you are expected to do nothing to offend local laws and customs in India or do anything which could bring the name of Klick Consulting into disrepute in India or elsewhere.

We at Klick Consulting look forward to you joining us and sincerely hope that you find your employment with us both rewarding and challenging.


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Please confirm your acceptance by signing below where indicated.

Yours sincerely,

Megha
Nahata

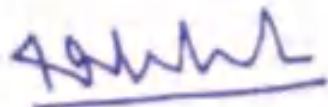
Megha Nahata

I, the undersigned, acknowledge that I have understood the terms and conditions of this Employment Contract and confirm my acceptance of these terms and conditions.

Name

Signature

Date



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

BOARD

LETTER OF OFFER

Dear Nilesh Kodag,

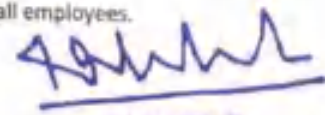
We are pleased to extend to you a position with **Board Infinity** (Learniture Venture Private Limited), as **Digital Marketing - Analyst**. Your employment is subject to the satisfactory completion of background and reference checks, the absence of any bars or restrictions on your employment with the Company, and your acceptance of these terms and conditions.

- Commencement
Your commencement as Digital Marketing - Analyst at Board Infinity would be effective from 22-November-2021.
- Place of Work
Your normal place of work will be Navi Mumbai, India.
- Duties
Your duties will be as per our discussions during various conversations.
- Timesheets
You are required to accurately complete and submit a weekly timesheet each Monday covering the prior week.
- Salary
The salary offered to you till college completion would be Rs.20,000 and post that the CTC offered to would be 4.6LPA as per communication. After college completion we will share another offer with you with revised CTC.
- Leave Entitlements
You are entitled to 18 days of paid leave per year. Leave would be accrued at a rate of 1.50 days per month. Any leave accrued above 40 days would lapse, i.e. you cannot have more than 40 days of leave at any point.

Maximum leave requests can be for 15 calendar days at a stretch. Request for leaves beyond 15 calendar days will need special approval. You are requested to give at least one month's notice of taking paid leave to fit in with other staff and client deadlines. The Company may request for annual leave be taken on different dates, although every effort will be made to comply with the requested dates.

Leave cannot be encashed except when you choose to leave the company. During the separation from the company, the Basic component of the salary for the leave balance will be paid during the full and final settlement. Leave is not approved during the notice period.

- Safety
The Company is committed to providing a safe working environment for all employees.



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,

Learniture Venture Private Limited (Board Infinity)
Real Tech Park, 8th Floor, Sector 30A, Vashi, Navi Mumbai, Maharashtra 400703

Vashi, Navi Mumbai - 400 703.

BOARD

- Conduct

You will be expected to dress appropriately for a business setting. Behavior unbecoming of a business environment (as perceived by the Company) will not be tolerated and might lead to termination of employment.

- Confidentiality

During your employment with the Company, you will make use of Confidential information in carrying out your duties. Without limitation, "Confidential Information" includes:

1. Information relating to the goods and services and proprietary techniques provided by the Company and clients of the Company
2. All information concerning the business, its methods of operation, marketing and other activities
3. All databases, lists compiled by the company, client proposals, reports, software, algorithms, and computer programs
4. Competitive and financial information concerning the business, which is not in the public domain
5. Information concerning the business of the Company's clients

You must not, whether during employment or after the termination of your employment with the Company, without written authority, divulge 'Confidential Information' to anyone other than an employee authorized to receive the information, or use such information for your gain. You will be required to sign additional confidentiality agreements in line with your role in the company.

- Inventions and Copyright

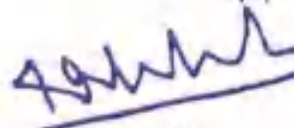
You assign to the Company your entire right, title, and interest in and to any copyright and any industrial or intellectual property rights in all works, designs, computer programs, inventions, processes, concepts, strategies, plans, and lists (Confidential Property) which (either solely or jointly with others) you have developed or may develop during and/or as a result of your employment with the Company

You also agree promptly to disclose to the Company or its attorneys any such Confidential Property developed by you and agree to execute upon demand, at the expense of the Company, all documents which may be desirable to secure to the Company the best copyright, patent or other protection in India and elsewhere and/or rights relating to such Confidential Property.

- Termination of Employment

Your employment with the Company will terminate:

- a. By either party giving two months written notice to the other. The Company may, at its discretion, choose to pay your salary in lieu of such notice. Alternatively, the Company may require that you do not attend the workplace during the notice period.
- b. Notwithstanding any provision to the contrary herein contained, the Company may at any time terminate this Agreement and dismiss you summarily without notice or payment in lieu of notice in the event you:
 - i. Willfully disobey a lawful and reasonable order of the Company
 - ii. Act (in the opinion of the Company) in serious, Willful or persistent breach of your responsibilities herein set out
 - iii. Are guilty of fraud, dishonesty or any criminal act as the Company has a zero-


-DIRECTOR
Oriental Institute of Management
Plot No. 119, Sector - 12,
Vashi, Near Mumbai - 401 103

Learnture Venture Private Limited(Board Infinity)

Resil Tech Park, 8th Floor, Sector 30A, Vashi, Navi Mumbai, Maharashtra 400703

BOARD

tolerance attitude towards fraud

iv. Are habitually late or are absent from the office without reasonable cause v.

Have acted in such manner as shall in the reasonable opinion of the Company be prejudicial to the interests of the Company

vi. Are engaged in other employment or are involved in any trade, business, or occupation which has not been disclosed to and approved by the Company vii.

Will be absent from employment without reasonable cause or permission of the Company

viii. Become of unsound mind or become a person subject to any order of supervision under any applicable law relating to mental health

ix. Will act in such manner as to entitle the Company to terminate this

Agreement without notice at common law. The provisions of this contract of employment relating to Confidential Information and Confidential Property shall remain in full force and effect notwithstanding termination of this contract of employment

The provisions of this contract of employment relating to Confidential Information and Confidential Property shall remain in full force and effect notwithstanding termination of this contract of employment.

- Invalidity

In any terms of provisions in this agreement shall be held illegal or unenforceable, in whole or in part, under any enactment or rule of law, such term or provision or part shall to that extent be deemed not to form part of this agreement but the enforceability of the remainder of this agreement shall not be affected.

- Variation

The terms of this contract of employment may be varied by the Company from time to time. You will be notified of any variations.

- Adherence to Company Policies

When you join the Company, it will also be a condition of employment that you review and adhere to company policies which you will be notified of subsequently. You agree to adhere to the Company's project financing contracts (e.g. BOT) with the clients.

- Retirement Age

You will retire from the services of the Company on the last working day of the month in which you attain the age of 60.

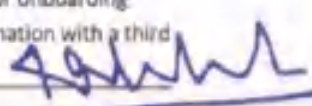
- Governing Laws and Jurisdiction

This contract will be governed by the law in force in Maharashtra, India

- Personal Information and Consent

By accepting this offer, you are giving your implicit consent to Board Infinity to collect and use your personal information for business purposes. Your personal information may be shared with the Clients and prospective Clients of Board Infinity as a part of the selection or onboarding process to work on projects. Board Infinity will also share your personal information with a third

Learnture Venture Private Limited(Board Infinity)
Real Tech Park, 8th Floor, Sector 30A, Vashi, Navi Mumbai, Maharashtra 400703


-DIRECTOR
Oriental Institute of Management
Plot no. 143, Sector - 12,
Vashi, Navi Mumbai - 400 703

BOARD

party for carrying out the background verification as required. Board Infinity will store your employment, financial and personal information during the period of employment and for Data Retention Period after your separation, as per the data retention policy to comply with statutory requirements.

- Acceptance

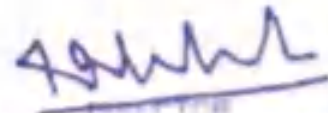
Please sign and return the duplicate copy of this letter signifying your acceptance of the appointment and the conditions of service specified in this letter.

We are pleased to welcome you to the Company. If the preceding terms and conditions of your employment with the Company are acceptable to you, please indicate your acceptance by initialling each page and signing the last page of the attached copy and returning it to me.

Best Regards,



Sumesh Nair
(Director - Board Infinity)



Sumesh Nair
Director - Board Infinity
Vashi, New Mumbai - 400 702

upGrad

26 January 2022

Dear Bind Virendra Kumar,

Congratulations! It is our pleasure to offer you the position of "Admissions Counselor – Inside Sales (Inside Sales)" at Grade "G1" with upGrad Education Private Limited.

upGrad is committed to building the careers of tomorrow by delivering the best learning experience at scale. In this journey, our people are our greatest assets, and we expect every upGrad team member to adhere to our core values of **Accountability, Speed, Passion, Integrity, Respect, and Excellence (ASPIRE)**.

Please find the specifics of your offer below:

1. Your employment will be governed by upGrad Education Employment Agreement ("upGrad")
2. You will be based at Mumbai office. upGrad reserves the right to change the location based on the business requirement. You will be a given prior notice period of one (1) week before such a change.
3. The standard workdays would be for 5 days in a week on a rotational basis (This is subject to change, depending upon the vertical or the business you are a part of). Also depending on your deliverables, you will be required to manage your work hours/days to achieve your goals for the defined periods. The work timings may extend beyond the specified hours based on the Company's requirement. The company reserves the right to change workdays and hours of work at any time and as per exigencies of work.
4. **Compensation:**
 1. **Fixed Component** of CTC will be **INR 400000 (Four Lakhs Rupees Only)**. This will be disbursed to you as per company's current standard compensation plan (Annexure I attached).
 2. Over and above the fixed Compensation, you shall be eligible for performance-based incentive up to **INR 4,00,000 (Four Lakhs Rupees Only)** per annum on achieving specific targets, which will be paid as per the "Sales Incentive Plan". You may be eligible for additional incentives subject to your out-performance which is confirmed by the Company. The details of the Sales Incentive plan will be made available to you once you join. The actual payout of the incentive may vary depending on a number of factors, including but not limited to Company and/or individual performance, management discretion and the terms and conditions of the applicable Sales Incentive plan.
5. You are expected to join us in the **JUNE** month of the year 2022. With the aim of providing a smooth onboarding process, the date of joining will be accommodated only after your final examination. On the basis of the information provided by you or Training & Placement Officer regarding your examination dates, the exact date of joining will be communicated to you and/or your Training & Placement Officer two (2) weeks prior to the date of joining. At the time of joining, you shall confirm that you have attended all your examination and there are

upgrad.com


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

upGrad Education Private Limited

Mumbai, Ground floor - 75, Dr. Amal Desai Road, Wank, Mumbai - 400018
L: +91 22 2156 2100 | E: info@upgrad.com | CIN: U63002MH2021PTC288999

upGrad

no pending examinations. Any discrepancy found in the information provided by you regarding your examination dates/pending examinations can lead to disciplinary action.

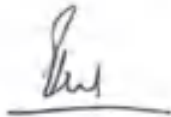
6. You will be on a probationary review during the first six (6) months of your employment with the Company ("Probationary Period"). Confirmation of your employment is contingent upon your successful completion of the Probation Period.
7. Nothing in this agreement, shall restrain upGrad from rescinding this offer letter due to business decisions before the date of joining.
8. You will be required to submit to our HR a set of documents. (As detailed in Annexure II) at the time of joining.
9. You will be required to submit the Education Degree Certificate or a Provisional Certificate from your College/University within six (6) months of your date of joining ("Education Certificate Submission Period"). If you have not received the Education Degree Certificate or a Provisional Certificate within the above stipulated time, you will have to submit a written undertaking from the College within one (1) month of expiry of the Education Certificate Submission Period, that you have appeared for the final examination and are awaiting results. Failing to provide the required documents might result in extension of your probation period or termination of your employment on immediate basis at the discretion of upGrad.
10. This offer letter is non-binding on either party till the execution of the employment agreement.
11. This Offer is subject to Successful background verification.

Please confirm acceptance of the appointment letter by signing and returning a copy. We would like to take this opportunity to welcome you to upGrad family and look forward to have a long and mutually beneficial relationship.

With Kind Regards,

For upGrad Education Private Limited

Received & Accepted

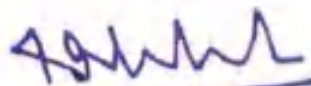


Preeti Kaul
President – Human Resources

Bind Virendra Kumar
(Signature)

Annexure I

Name: Bind Virendra Kumar
Department: Inside Sales
Designation: Admission Counselor – Inside Sales (Inside Sales)
Grade: G1
Location: Mumbai



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 763.

upgrad.com

upGrad Education Private Limited

Nishevli, Ground floor - 75, Dr. Amal Bhasani Road, Wank, Mumbai - 400018.
LI: +91 22 6198 2100 | E: info@upgrad.com | CIN: U80502MH2012PTC238209

upGrad

Salary Head	Amount Per Month	Amount Per Annum
Basic	11,667	1,40,000
HRA	5,833	70,000
Special Allowance	14,033	1,68,400
Provident Fund	1,800	21,600
Fixed CTC	33,333	4,00,000
Variable		4,00,000
Total CTC	66,667	8,00,000

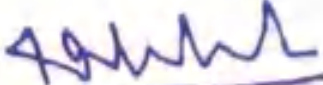
Note:

1. Term Insurance of 10 lakhs if the fixed CTC is 7 lakhs or below. Term insurance of 20 lakhs if the fixed CTC is above 7 lakhs.
2. Mediclaim coverage of Rs. 5,00,000 for Self + Spouse + 2 Kids.
3. Group Personal Accident Insurance of Rs. 10,00,000.
4. The reimbursements will be subject to submission of Bills.
5. Failing to submit the bills for reimbursement, amount is still receivable but as a taxable component.
6. Tax will be deducted as per applicable slab rates.
7. The company would have the right to amend the salary breakup at any point of time – in line with its policies or governing regulations.
8. Your Compensation is subject to review, at the sole discretion of the Company, in accordance with Company's policies amended from time to time.
9. The Compensation review disbursement, if applicable, shall be determined and processed as per the company's policy.

Annexure II

Documents Required

1. Proof of Age and Current Address (Passport / Ration Card / Driving License / Voter's id / Aadhar Card, Leave and License Agreement, Telephone / Electricity Bill).
2. Permanent Account No. (PAN) / Copy of PAN application (in case PAN is not available).
3. Aadhar Card / Copy of Aadhar application (in case Aadhar is not available).
4. Education Documents (Graduation/Diploma Certificates/NOC and Mark Sheets).
5. Previous Employer's Resignation Acceptance or Relieving/Experience/Service Certificate for candidates with prior experience (if applicable).
6. Four (4) passport size-colored photographs.


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Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400703.

upgrad.com

upGrad Education Private Limited

Nehruvi, Ground floor - 75, Dr. Amle Baxant Road, Weri, Mumbai - 400018
L: +91 22 4956 2100 | E: info@upgrad.com | CIN: U80002MH2012PTC298859

DECIMAL POINT
Innovative Research Solutions

To,
Prajwal Nilesh Shirke,
406, 4th Floor, Sarang Building,
Sitaram Jadhav Marg, Near Lower Parel Station (West)- 400013.

Dear Prajwal Nilesh Shirke,

Re: Offer Letter for the post of Intern- Research Associate & Research Analyst

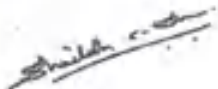
Following our discussions, I am pleased to offer you, on behalf of Decimal Point Analytics Private Limited, a position as "Intern- Research Associate & Research Analyst".

Your stipend for first six months will be Rs.17,000/- per month. After completion of your six months internship, fixed cost to company would be Rs.3,80,000/- per annum this includes a retention bonus of Rs.30,000/- per annum which shall be payable at the completion of twelve months of your full-time service from your date of joining and gratuity as per rules.

We look forward to your joining us on or before **06 Dec 2021**. By accepting this letter, you agree to bind yourself to the terms of the employment, including the notice period as decided by the company.

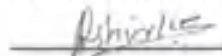
I would like to reiterate our high regard for you, and in the interim, if I can be of help, please do not hesitate to call me.

Sincerely,



Shailesh Dhuri
Chief Executive Officer

I agree to accept the letter & abide by the terms of employment:



Encl.

- Terms & Conditions
- Acceptance Copy
- Annexure - I



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Decimal Point Analytics Private Limited
M No. U67120MH2005PTC157772

Registered Office
3A, B-Wing, Trade Star Building, B. Nagar,
Andheri-Kurla Road, Andheri (East),
Mumbai - 400 059, Maharashtra, India
T: +91 22 3001 3200 F: +91 22 3001 3280

www.decimalpointanalytics.com
1st Floor, 99 Bishopsgate,
London, EC2M 3RD,
United Kingdom
Tel: +44 20 7286 1998

info@decimalpointanalytics.com
17 State Street,
Suite 4000, New York,
NY 10004 U.S.A.
T: +1 (212) 941 3218

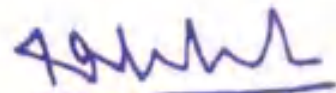
STATEMENT OF TERMS OF EMPLOYMENT

BETWEEN

DECIMAL POINT ANALYTICS PRIVATE LIMITED

AND

PRAJWAL NILESH SHIRKE



-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 701.

STATEMENT OF TERMS OF EMPLOYMENT

This Statement includes the particulars of employment and is made between the following parties:

Decimal Point Analytics Private Limited and

Prajwal Nilesh Shirke

The terms and conditions of your employment with Decimal Point Analytics Private Limited are set out below and also in certain sections of the Company's Employee Handbook. In the event of any inconsistency between the terms set out in this Statement and the Employee Handbook, the terms set out in the Statement take precedence.

The Company reserves the right to vary and amend the terms and conditions of employment from time to time and will give reasonable notice of any such change.

In this Agreement, the following words shall have the following meanings:-

"Associated Company" shall mean in relation to the Company, another company which is connected or under common ownership of the Company or the principal shareholders of the Company;

"The Board" shall mean the Executive Board of Directors from time to time of the Company including any committee of the Board duly constituted by it;

"Gross Misconduct" shall include but is not limited to discrimination, harassment, fighting, alcohol or drug abuse, fraud, competing with the Company, theft, destruction of Company property, any breach of the Company's e-mail/Internet policy, serious breaches of health and safety rules and breach of a statute which has a direct effect on your ability to undertake your duties under this Agreement;

"Incapacity" shall mean any illness, accident or other like cause which prevents you from performing your duties hereunder.

1. JOB TITLE AND REPORTING LINE

Your job title, reporting line and grade at Decimal Point Analytics Private Ltd, is as set out in Annexure I of this agreement. Based on your performance and Company requirements, your designation, grade and reporting line may be reviewed by the Company as an amendment to Annexure - I of the agreement.

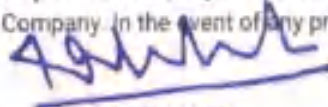
You have a duty to carry out all reasonable instructions and comply with all policies and procedures that the Company imposes. The Company may also reasonably require you to work at other jobs, or undertake the duties of another position, at a similar level within the business (whether for the Company and/or for an Associated or Subsidiary Company), after proper consultation.

2. DATE OF START OF EMPLOYMENT

Your employment with Decimal Point Analytics Private Limited will begin on or before 06 Dec 2021. No employment with a previous employer will count as part of your period of continuous employment with the Company.

3. PLACE OF WORK

Your initial place of work will be 5-A, B wing, Trade Star Building J.B Nagar, Andheri (East), Mumbai -400059. The Company reserves the right to require you to change your place of work to any of the Company's office locations, its Client's offices or any other location worldwide, as may be required by the Company. In the event of any proposed


-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

relocation, the Company will consult with you and provide you with as much notice as practical.

It is a condition of your employment that you are prepared to relocate anywhere within India and, if necessary, overseas at the request of the Company. Any such relocation shall be as per policy laid down by Company.

4. WORK RELATED TRAVEL

The Company has offices in multiple locations in India and abroad. In addition, the Company has clients all over the world. You may be required to work at any of these locations or elsewhere, for short term or long term durations, from time to time.

It is a condition of your employment that you are prepared to travel within India and, if necessary, overseas at the reasonable request of the Company. You shall travel by such means and in accordance with such travel tariff as the Company may from time to time determine. The Company will meet properly substantiated expenses in accordance with Company policy, the details of which are set out in the Employee Handbook.

5. HOURS OF WORK

Work Timings in Decimal Point Analytics reflect the requirements of business.

The working hours expected of each Decimal Point employee is of 9 (nine) hours a working day and 45 hours per week, including a 30 minute lunch/dinner break and 2 rest breaks of 15 minutes each.

Due to the nature of business at Decimal Point, hours of work may vary and you are expected to work such additional hours as necessary to meet business requirements and fulfill the duties and responsibilities of your role. No overtime payments would be made for such additional hours of work.

6. DUTIES

During the course of your employment you will discharge your duties efficiently, diligently and to the best of your abilities. You shall devote your whole time and attention to the business interests of the Company and generally carry out duties and work as assigned to you, and shall obey and comply with all the lawful orders and directions given to you by your superiors. You shall honestly, diligently and faithfully serve the Company and endeavour to promote the business interests of the Company at all times.

7. LEAVES AND HOLIDAYS

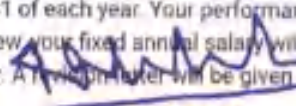
During your entire period of service, you will be entitled to leaves, holidays and all other benefits as per the rules and regulations prevailing in the Company for each such benefit from time to time. A detailed policy on the same is available in the Employee Handbook.

8. SALARY

Your stipend for first six months will be **Rs.17,000/- per month**. After completion of your six months internship, fixed cost to company would be **Rs.3,80,000/- per annum** this includes a retention bonus of **Rs.30,000/- per annum** which shall be payable at the completion of twelve months of your full-time service from your date of joining and gratuity as per rules.

Any Bonuses lying unpaid on the date of resignation is subject to forfeiture at the sole discretion of the company.

Our performance year is January 01 to December 31 of each year. Your performance for the year will be reviewed by January 31 of the following year. Based on the review, your fixed annual salary will be reviewed and adjusted (merit increase) in the month of April of the following year. A merit letter will be given to you on 31st January after the


- DIRECTOR
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Plot No 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

completion of the performance review.

9. MONITORING OF E-MAILS, INTERNET AND TELEPHONE CALLS

There are times when the Company may need to monitor the use of e-mails, the Internet and telephone calls by its employees, for example, to investigate suspected misuse, breaches of the law or Company rules and procedures. By signing this Statement, you consent to the Company so doing, without providing any notice to you.

You should also refer to the Company's policy on e-mail, use of Internet and Business communication in the Employee Handbook.

10. ADDITIONAL AGREEMENTS

You may be required by the Company to sign additional agreements that may be specific to clients or projects; you are required to work for

11. TERMINATION OF EMPLOYMENT

Your appointment can be terminated by the Company if your Medical Screening or Background Verification check reports have major discrepancies. The management's decision in all such cases will be final and binding.

The minimum period of notice that both you and the Company must give to terminate your employment is three months. Notice must be given in writing.

Failure to provide the agreed notice period shall render you liable to pay the Company notice period salary in lieu thereof and shall entitle the Company to deduct / withhold this amount from any and all dues payable by the Company to you. The management may decide to accept salary in lieu of Notice Period or adjust against leave, at its own discretion.

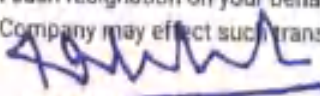
The management may also decide to waive off the Notice Period and relieve you prior to the expiration thereof based on the requirements of the company. The management's decision in all such cases will be final and binding.

It is your responsibility to complete your handover during the notice period before leaving the organization. This is required to ensure smooth transition of processes in the absence of the resigning employee.

Upon leaving the Company, you must return to the Company all of its property that is in your possession including all relevant intellectual property and confidential business information.

Once either you or the Company has given notice to terminate your employment, or if you resign without giving proper notice, the Company may direct you to take "Garden Leave" for the unexpired period of notice. This means that the Company may require you to serve your notice period away from the workplace, to perform only such duties as it may allocate to you or not to perform any duties, and to have no contact with any employees or clients of the Company without the express written permission of an officer of the Company. In cases where the Company directs you to take "Garden Leave" your salary and all contractual benefits will continue to be paid till the end of your notice period.

Upon termination of your employment for whatever reason, you agree that at the request of the Company you will immediately resign (without claim for compensation) from all directorships and other offices which you may hold in the Company or in any Associated Company and, if applicable, transfer any qualifying or nominee shares held by you, issued to you with respective provisions of terms of issue from time to time, to the Company and/or any Associated Company. In the event of your failure to notify the Company that you will resign within seven days of a request by the Company, you hereby irrevocably authorise the Company to appoint a person to execute any documents and to do everything necessary to effect such resignation on your behalf. Further, if you fail to transfer such shares within seven days of such request, the Company may effect such transfers on your behalf.


-DIRECTOR
Oriental Institute of Management
Plot No. 14B, Sector - 12,
Vashi, (Navi Mumbai) - 400 703.

Upon termination of your employment, for any reason other than those mentioned in clause 12.2, all unpaid increments, bonuses, whether retention or performance or any other bonus, revised salary will stand forfeited and no bonus and revisions will be payable to you during the notice period or after termination of employment.

The termination of your employment for whatever reason shall not affect those provisions of this Agreement which are expressed to have effect thereafter.

12. SUMMARY TERMINATION

If you

12.1.1 shall commit any act of dishonesty whether relating to the Company, any Associated Company, an employee or otherwise; or

12.1.2 are guilty of any Gross Misconduct or commit any serious breach of any of your obligations to the Company or any Associated Company or refuse or neglect to comply with lawful orders given to you by the Board; or reporting officer

12.1.3 are guilty of any conduct which in the reasonable opinion of the Company brings you, the Company or any Associated Company into disrepute; or

12.1.4 shall be prohibited or disqualified by law from holding the office which you hold in the Company or any Associated Company or shall resign from any such office without the prior written consent of the Board; or

12.1.5 are in the reasonable opinion of the Company incompetent in the performance of your duties; or

12.1.6 fail to observe and perform in all material respects the terms and provisions of this Agreement (where such conduct does not fall within Clause 12.1.3) and fail to remedy any such non-observance or non-performance (where capable of remedy) within fourteen (14) days after prior written notice from the Company requiring you so to do; or

12.1.7 are declared bankrupt; or

12.1.8 are convicted of any arrestable criminal offence; or

12.1.9 are prevented from performing your duties due to incapacity (including any illness caused by your own negligence) for a period of 120 working days in aggregate in any period of 12 months; or

12.1.10 fail to observe and comply with the requirements and obligations of any law which is required to be observed in performance of your duties,

THEN the Company shall be entitled at its absolute discretion to terminate your employment immediately without notice or payment in lieu of notice whereupon you shall have no claim against the Company for damages or otherwise by reason only of such termination. Further, it is hereby agreed that the Company shall be entitled to terminate your employment under Clause 12.1.9 notwithstanding that to do so would disentitle you to any benefits in force at the date of such termination.

12.2 This Agreement shall automatically terminate on your 60th birthday.

12.3 The Company may suspend you for the purpose of investigating any misconduct alleged against you and during any such period, you shall not, except with the prior consent in writing of the Board, or your reporting officer, attend at any premises of the Company or any Associated Company or contact any employee, customer or supplier of the Company or any Associated Company. The Company shall be under no obligation to provide any work for you during such period and you shall, at the request of the Company, immediately deliver to the Company all or any of its property.



DIRECTOR
Oriental Institute of Management
Plot No. 449, Sector - 17
Vashi, Dist. Maharashtra - 401 303.

13. DEDUCTIONS FROM SALARY

The Company reserves the right in its absolute discretion to deduct from your pay any sums which you may owe the Company including, without limitation, any over payments or loans made to you by the Company or loss suffered by the Company as a result of your negligence or breach of the Company's rules, any TDS dues, any tax dues, any other statutory dues.

14. OUTSIDE INTERESTS

You will not, during the course of your employment, be employed or engaged in any capacity in any other business without the prior written consent of a Director of the Company.

15. CONFIDENTIALITY

You acknowledge that in the course of your employment with the Company you will have access to, and be entrusted with, information in respect of the business and financing of the Company, its Clients, its Clients' clients, its employees, its dealings, transactions and affairs including any parent or subsidiary company, another subsidiary of parent company, joint venture company and associated companies (together "Group companies"), all of which information is or may be confidential.

You must not, either during your employment or at any other time after completion of employment with the Company, divulge to any person or organisation any confidential information relating to the Company, its Clients, its Clients' clients, its employees and any Group company, except where required to do so as part of your duties while employed by the Company.

"Confidential information" includes all information which has been specifically designated as confidential by the Company, its Clients, its Clients' clients, its employees or any parent company, another subsidiary of parent or subsidiary company, joint venture company (hereinafter collectively referred to as Group Company(ies)), any information imparted in circumstances which imply that it is confidential, and any information relating to the technical, strategic planning, marketing, pricing or financial activities of the Company, its Clients, its Clients' clients, its employees or any Group Company, the unauthorised disclosure of which would embarrass, harm or prejudice the Company or any Group Company. It does not include information which is legitimately in the public domain.

You must not, at any time during your employment with the company and thereafter, share the name of any Client of the Company or Client's client, either directly or indirectly, or in such terms that any third person is able to ascertain the name of the Client or Client's client, in any social networking site such as LinkedIn and Facebook or any job portal or site such as Naukri, Monster and TimesJobs without the express prior written approval of a Director of the Company.

Breach of the Group's confidentiality rules during your employment will normally lead to summary dismissal for gross misconduct or any other legal recourse available to the Company.

16. INTELLECTUAL PROPERTY

All relevant Intellectual Property and all Intellectual Property Rights therein shall to the fullest extent permitted by law belong to, vest in and be the absolute, sole and unencumbered property of the Company or if it originates mainly from an Associated Company it shall be the property of such Associated Company, or if it originates mainly from a Client Company, it shall be the property of such Client.

16.1 You hereby acknowledge that because of the nature of your duties and the particular responsibilities arising from the nature of your duties you have and at all times during your employment will have a special obligation to further the interests of the undertakings of the Company and of any Associated Company;

16.2 You hereby undertake to notify and disclose to the Company in writing the full details of all relevant Intellectual


- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Property forthwith upon the production of the same, and promptly whenever requested by the Company and in any event upon the determination of your employment with the Company deliver up to the Company all correspondence and other documents, papers and records, and all copies, whether physical or electronic, or on any magnetic or optic or any other media thereof in your possession, custody and power relating to any relevant Intellectual Property;

16.3 You hereby undertake to hold upon trust for the benefit of the Company or any Associated Company any relevant Intellectual Property and the Intellectual Property Rights therein to the extent the same may not be and until the same are vested absolutely in the Company or any Associated Company.

16.4 You hereby assign for the benefits of the Company by way of future assignment all copyright, design rights and other proprietary rights (if any) in all relevant Intellectual Property.

16.5 You hereby, unconditionally and irrevocably waive your rights to be identified as the author of any of the relevant Intellectual Property in which copyright subsists and not to have the work subjected to derogatory treatment, and this waiver is made expressly in favour of the Company and shall extend to licenses and successors in title to the copyright in the work;

16.6 You hereby acknowledge that, save as provided by law, no further remuneration or compensation other than that provided for herein is or may become due to you in respect of the performance of your obligations under this Clause, and

16.7 You hereby undertake at the expense of the Company to execute all such documents, make such applications, give such assistance and do such acts and things as may in the opinion of the Company be necessary or desirable to vest in and register or obtain letters patents in the name of the Company, its clients, its clients' clients, its employees or any Associated Company and otherwise to protect and maintain the relevant Intellectual Property and the Intellectual Property Rights therein.

To the extent that by law any relevant Intellectual Property or the Intellectual Property Rights therein do not, or are not permitted to, vest in or belong to the Company or any Associated Company you agree immediately upon the same coming into existence to offer to the Company or any Associated Company in writing a right of first refusal to acquire the same on arm's length terms to be negotiated and agreed between the parties in good faith.

17. POST TERMINATION OBLIGATIONS

17.1 For the purpose of this Clause, the following expressions shall have the following respective meanings:

"Business" means the carrying on of the business of providing financial and investment services and support services to companies in the financial services sector and any other sectors that the Company or any Group Company provides services to, including the sales and marketing of research data produced by the Company or any Group Company and any other business which may at the termination of this Agreement be carried on by the Company or any Group Company at the date of termination of your employment and in which you have been concerned to a material extent at any time in the 24 months immediately preceding such termination.

"Key Employee" means any person who at the date of termination of your employment is employed or engaged by the Company or any Group Company (i) with whom you have had material contact during the course of your employment and (ii) either (a) is employed or engaged in the carrying on of the business of Company's Business and any other business or (b) is in possession of confidential information or (c) is directly managed by or reports to you or (d) in the event that such Key Employee is found to have been solicited by you prior to the date of termination of your employment, who would have been so employed but for your actions.

"Restricted Area" means any part of the world in which you have undertaken your duties to a material extent at any time in the 24 months immediately preceding the termination of your employment.

"Restricted Period" means the period of 36 months and calculated from the date of termination of your employment, subject to a reduction for any period spent on Garden Leave, as mentioned under the Clause "Termination of


DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Employment

17.2 You hereby undertake that you will not for the Restricted Period without the prior written consent of the Company either alone or jointly with or on behalf of any person directly or indirectly whether as manager, agent, consultant, employee or otherwise:

17.2.1 in connection with the carrying on of any business in competition with the Business, canvass, solicit, approach or do business, either directly or indirectly, with any person or organization who or which has at any time during the period of 24 months immediately preceding the date of the termination of your employment done business with the Business as a client and with whom or which you have had dealings during the course of your employment, or

17.2.2 solicit or entice away or endeavor to solicit or entice away from the Business any Key Employee who at the date of the termination of your employment is employed or engaged by the Company (whether or not the Key Employee would commit a breach of contract by accepting such an approach).

18. SHARE DEALINGS

You shall comply with all relevant rules of the Company, regulations and laws in force in relation to share dealings, debentures or other securities.

19. GENERAL

19.1 No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof nor shall any single or partial exercise by the Company of a right, power or privilege preclude any further exercise thereof or the exercise of any other right, power or privilege.

19.2 This Agreement supersedes all other agreements whether written or oral between the Company or any Associated Company and you relating to your employment and you acknowledge and warrant to the Company that you are not entering into this Agreement in reliance on any representation not expressly set out herein.

19.3 You warrant that by virtue of entering into this Agreement you will not be in breach of any express or implied terms of any contract with, or of any other obligation to, any third party binding upon you.


19.4 If your employment under this Agreement is terminated by reason of the liquidation of the Company for the purpose of reconstruction or amalgamation and you are offered employment with any concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions not less favorable than the terms of this Agreement then you shall have no claim against the Company in respect of the termination of your employment under this Agreement.

19.5 You confirm that you have received or have had the opportunity to receive independent legal advice as to the terms and effect of this Agreement and, in particular, to the restrictions contained in the Confidentiality and Intellectual Property and Post-termination Obligation clauses above.

20. NOTICES

20.1 Any notice or other communication given or made under this Agreement shall be in writing and shall be delivered to the relevant party or sent by registered post to the address of that party specified in this Agreement or such other address in India may be notified by that party from time to time for this purpose, and shall be effectual notwithstanding any change of address not so notified.

20.2 Unless the contrary shall be proved each such notice or communication shall be deemed to have been given or made, if by registered post, 48 hours after posting and, if by delivery, at the time of delivery.


- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

21. GOVERNING LAW

This Agreement shall be governed by and construed in all respects in accordance with Indian law and the parties agree to submit to the non-exclusive jurisdiction of the Courts of Mumbai as regards any claim or matter arising in respect of this Agreement.

You will also be governed by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter.

I have read, understood and agree to the terms and conditions set out in this Statement of Terms of Employment, with Annexure - I and in the Company's Employee Handbook. I also confirm that they supersede any other terms and conditions that may have been in force at the time of signing this Statement.

Signature: 

Prajwal Nilesch Shirke

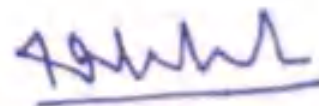
Signed on behalf of the Company by:

Signature: 

Shailesh Dhuri
Chief Executive Officer
Decimal Point Analytics Private Limited

Signature: 

Vidula Padwal
Senior Vice President - Talent Management
Decimal Point Analytics Private Limited


DIRECTOR
Oriental Institute of Management
Plot No. 148, Sector - 12,
Vashi, Near Mumbai - 400 703.

JOB TITLE AND REPORTING LINE

Your job title is **Intern- Research Associate & Research Analyst** of Decimal Point Analytics Private Limited and you would be reporting to **Shailesh Dhuri- Chief Executive Officer**.

Based on your performance and Company requirements, your designation, and reporting line may be reviewed by the Company.

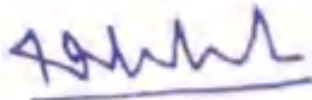
PROBATION AND CONFIRMATION

Confirmation of your employment with the Company would be effective upon your satisfactory completion of the first 6 months of employment (also called as Probation / Training period) with the Company. This stipulated period should be sufficient for you to get trained and start delivering the desired standards of work based upon the goals and objectives agreed to with your manager.

Documents to be submitted on your DOJ:

The employee on joining Decimal Point Analytics should submit the following documents to the Talent Management Department:

1. 3 copies of latest passport size photograph.
2. Scanned copies of all the educational certificates and mark sheets. (Attested).
3. Scanned copies of proof of date of birth i.e. birth certificate or school leaving certificate (Attested).
4. Scanned copies of Relieving letter and service certificate from the last employer (if applicable).
5. Scanned copies of Last salary slips from last employer (if applicable).
6. Scanned copy of PAN Card
7. Scanned copy of Address Proof (Passport, Electricity bill, Ration card) any one
8. Scanned copy of Aadhaar Card


-DIRECTOR
Oriental Institute of Management
Plot No. 140, Sector-12,
Vashi, Near Mumbai - 400 703.

Respected placement Officer,

Greetings from SkillsConnect !!

This is to inform you that the offline personal interview has been scheduled for the below mentioned student from your college, in 'IDFC First Bank' for 'Bank Officer - Corporate Salary' profile.

Full Name	Email	Phone	College Name
viral gala	viral.gala@oim.edu.in	9619183735	Oriental Institute of Management, Vashi

The interview details are as follows:

Company Name	: IDFC First Bank
Profile	: Bank Officer - Corporate Salary
Interview Day & Date	: Wednesday, 3rd August 2022
Reporting Time	: 10:45 AM
Interview Mode	: Offline (Face to Face)
Address	: IDFC First Bank, 169 Ramon House, Second Floor, H. T. Parekh Marg, Churchgate, Mumbai - 400020.
Contact Person	: Aakansha / Alison

Kindly ask the students to follow the instructions given below:

1. The reporting time will be 10.45 AM and the interviews will be conducted from 11 AM to 2 PM.
2. The candidate has to carry 2 hard copies of their updated resume.
3. Wearing formal attire is mandatory.
4. Read the job description given in the link below, before appearing for the interview:
https://skillsconnect.in/job_profile/bank-officer-corporate-salary-idfc-first-bank

ALL THE BEST !

—
Regards,
Shivaji Chaudhari
8779567097 | shivaji.acura@gmail.com

www.acurasolution.com | www.skillsconnect.in



- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



22nd March, 2022

Dhanashri Borude
D-1/108 Om Sai Darghan, co-op soc.
Vasant vihar, Thane- 400610 India

Re: Employment Offer

Dear Dhanashri,

I am pleased to confirm our offer of employment with GlobeOp Financial Services (India) Private Limited ("GlobeOp") and look forward to have you joining our organisation. We believe you will have a challenging and rewarding career here at GlobeOp and look forward to your contributions to GlobeOp's further growth and success. Your position title will be **Associate**, reporting to your line manager. The office is located in **Mumbai**. Your detailed duties and responsibilities will be discussed with you subsequent to your joining GlobeOp.

Should you accept this offer, your employment will commence on **28th March, 2022**. The first three months will be treated as a probationary period.

Salary and Benefits

Your total Cost to the Company at the commencement of your employment with GlobeOp will be **INR 400000/- (Rupees Four Lakhs Only)** per annum subject to an annual review and an annual discretionary bonus, and will be paid on a monthly basis, in arrears, after statutory and tax deductions at source. This lump sum amount will be allocated between basic salary, allowances and contributions as per company policy, which will be issued in due course by our accounts department.

Should you accept this offer, your employment will commence on **28th March, 2022**. During probation period you will be provided training. On successful confirmation you will be bound to serve the Company for a minimum period of 6 months. If you resign/serve notice before completion of this 6-month period, you will be required to pay the Company an amount of **INR 30000 (Rupees Thirty Thousand Only)**, towards training investment incurred by the Company.

Orientation

On your joining you will be scheduled to participate in GlobeOp's employee orientation program.

Background Investigation

By signing this offer letter, you are verifying that the information you provided both verbally and on the resume/application form as well as on the Background Investigation, Information and Consent Form is complete and accurate. You understand that a false statement may disqualify you from employment or cause your subsequent discharge if you are employed by GlobeOp.

As an employee of **GlobeOp** it is likely that you will become knowledgeable about confidential and/or proprietary information relating to the operations, services and clients of the Company. Therefore, to protect the interest of all parties, **GlobeOp** requires all employees to sign the Employee Non-Disclosure and Non-Solicitation Agreement and to abide by this and the Company's other policies.

GlobeOp Financial Services (India) Private Limited |
Registered Office: 5th Floor, Building 18, Interface, Malad (West), Mumbai-400 064, Maharashtra, India.
E: +91-22-6753-9000 | +91-22-6753-9001 | info@ssic.co.in | www.ssic.co.in | www.globeop.com
KIN-127106/MH/2019/PIC/141044

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



If you wish to accept this offer of employment please sign and return to me the enclosed copy of this letter, within the next ten days, after which this offer will lapse. Your full contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement will be issued in due course.

This offer is subject to satisfactory completion of your reference and background check prior to you're agreed upon start date. Please forward the details of two references to myself. On commencement of your employment you will be required to provide evidence of your successful completion of your degree by way of a copy of your degree certificate.

I very much look forward to you joining us and I hope that you will find your employment with us challenging and rewarding. I look forward to hearing from you soon.

If you have any queries regarding the above, please do not hesitate to contact me at +91 22 67539040

Kind regards,

For GlobeOp Financial Services (India) Private Limited

Pranali Mhatre
Director – Human Resources

I accept this offer of employment with GlobeOp Financial Services (India) Private Limited and agree to the terms and conditions outlined in this letter, subject to the contract of employment with the Employee Non-Disclosure and Non-Solicitation Agreement.

GlobeOp Financial Services (India) Private Limited
Registered Office: 5th Floor, Building 16, Courtline, Malad (West), Mumbai-400 064, Maharashtra, India.
(+91-22-6753-9000 (T) +91-22-6753-9001 (F)) hr@ssicglobeop.com | www.globeop.com | www.ssicglobeop.com
KDN-4W7100MBC00377C141044

DIRECTOR
Oriental Institute of Management
Plot No. 143, Sector-12,
Vashi, Navi Mumbai - 400 783.

May 31, 2022

Sahil Rafeeqe Bellef
RH-1, M-51,
Sector 7, Vashi,
Navi Mumbai, 400703.

Subject : Offer of Employment as Trainee Business Analyst

Dear Sahil,

Further to your recent discussions with our recruitment team, we are delighted to offer you the position of **Trainee Business Analyst** at Mindgate Solutions Pvt Ltd, based at our office located at **Mumbai**.

We would like you to commence your employment as soon as possible so wish to propose a start date of **June 15, 2022** (this would also be the date of your commencement of continuous service, hereinafter referred to as "Commencement Date").

Total Reward: Please refer to the Annexure A – Salary Structure for a detailed break-up of the proposed Cost to Company (CTC) of **INR 700000 P.A.(Rupees Seven Lakhs Per Annum)**.

Kindly confirm acceptance of this offer on email within 5 working days of the receipt of the same. In case we do not hear back from you on or before the above mentioned timeline, this offer will automatically stand revoked.

The detailed terms and conditions will be mentioned in the Employment Agreement, which will have to be signed by you on your date of joining.

You are requested to carry with you all the documents mentioned in the Annexure B - Joining Documents List on the day of joining. Please do carry both the originals as well as the photocopies for verification of all your records as per process on day of joining.

On your day of joining, you are requested to meet **Ms. Pritha Nair** at 10:30 am at the below mentioned address:

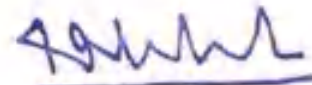
**14th Floor, Damji Shamji Business Galleria, Lal Bahadur Shastri Rd, Next to Huma Mall, Kanjurmarg West,
Mumbai, Maharashtra 400078.**

Congratulations on your offer and we look forward to you joining the Company.

For Mindgate Solutions Pvt. Ltd.



Ashish Naidu
Assistant Vice President – Talent Acquisition



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400703.

CIN : U72200MH2008PTC184354 2008-2009



**Annexure - A
Salary Structure**

Salary Structure		
Salary Components	Annual Salary (INR)	Monthly Salary (INR)
Basic	210000	17500
HRA	105000	8750
Conveyance	19200	1600
Other Allowance	244200	20350
Employer's PF	21600	1800
CTC	600000	50000
Performance Bonus	100000	-
TOTAL CTC	700000	58333

In addition to the above, please note that you would also be eligible for the following benefits which is over and above the CTC mentioned herein:

Mediclaime Benefits:

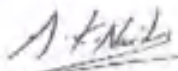
Group Mediclaime Cover of Rs. 3,00,000 as Family Floater covering Self, Spouse and two dependent children
 Term Life Insurance Cover of Rs. 10,00,000 for Self
 Group Personal Accident Cover for Rs. 5,00,000 for Self

Retiral Benefits:

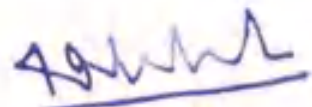
Gratuity which is payable as per the Payment of Gratuity Act.

Thanking you,

For Mindgate Solutions Pvt. Ltd.



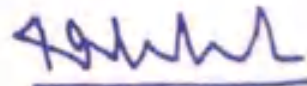
Ashish Naidu
 Assistant Vice President – Talent Acquisition



DIRECTOR
 Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

ANNEXURE - B

All the certificates submitted should be scanned copies Share the Scan Copies on hr@mindgate.in		
Documents marked with * sign are Mandatory		
Sr. No.	Annexure for Joining	Status
1	Educational Documents (Marksheet/Certificate and Convocation	
	S.S.C	
	H.S.C	
	Diploma / Degree*	
2	Identity Proof / Residential Proof	
	Pan Card*	
	Aadhar Card*	
	Ration Card / Passport / Driving License / Electricity / Telephone Bill Rented Agreement (if Staying on rent)	
3	Professional Documents (If Experienced)	
	Exp / Rel Documents for last 2 employment Pay Slips for last employment	
4	Passport Size Photographs (3 Copies)	



DIRECTOR
Oriental Institute of Management
Plot No. 143, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Dear Seloni,

Congratulation and Greetings from Talent Networks!

Further to the discussion we had with you, we are pleased to offer you the position of Jr. Consultant with Talent Networks and extend a warm welcome to the talented team of Talent Networks!

Please find attached herewith the revised offer break-up. Your formal appointment letter will be given to you on the date of joining.

Please confirm your date of joining as Monday, 04th April 2022.

As we prepare to welcome you to Talent Networks, please submit the following documents to complete your on-boarding formalities on the day you join.

Documents required

- 2 Photographs
- Copy of mark-sheets/transcripts/certifications
- Post-Graduation, if any
- Graduation
- HSC
- SSC
- Passport copy
- PAN card copy
- Aadhaar Card
- Cancelled Cheque

Do send across your acknowledgment on this email as a token of your acceptance.

We look forward to you joining our team and making it a great success for you personally and for our team.

Thanks and Regards

Kiran Jatoliya

|☎: +91 9833603963 |✉: kiran@talentnetworks.co.in

| 2nd Floor, 351 Icon, Western Express Highway,

Near Natraj Rustomji, Andheri (E), Mumbai.



[Facebook](#) | [LinkedIn](#) | [Twitter](#) | [Instagram](#)

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

To,
The Placement Incharge
Oriental Institute of Management, Vashi

Greetings from SkillsConnect.in!

This is to inform you that the Candidates had been allotted the offer letter for the post of Officers-Sales at HDFC AMC LTD.

If the candidates have not yet accepted the offer letter then kindly ask them to accept the offer and also confirm their joining date at the earliest.

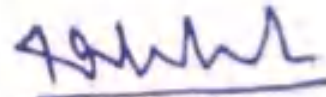
Full Name	Email	Phone
Sheetal Samant	sheetal.samant@oim.edu.in	9004471898

—
Regards,
Sneha Gidh
M. 82911 60607 | snehag.acura@gmail.com
www.acurasolution.com | www.skillsconnect.in



**SKILLS
CONNECT**

ACURA SOLUTIONS INITIATIVE
www.acurasolution.com



DIRECTOR
Oriental Institute of Management
Plot No. 142 Sector - F2
Vashi, Near Mumbai - 400 703.

MDPC Life Executive Trainee

The CTC for this role offered is 4.25 LPA (Fixed - 3.85 LPA and Variable - 0.40 LPA).

On Wed 16 Feb, 2022, 12:09 PM Swati Ghosh, <placements@oim.edu.in> wrote:

Hi!

please send your photo and company details with package for website and banner

Regards

Swati Ghosh

Training & Placement Manager



contact no 9820641003

email id placements@oim.edu.in

www.oim.edu.in

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



Sciative Solutions Private Ltd.

Leveraging Science Creatively

Office Add: 1103/0405, The Corporate Park, Plot 14/15,
Sector 18, Veehi, Navi Mumbai, 400703
CIN U74999MH0015PTC285309

20th December 2011

Ms. Suwama Bhim Pawar
College: Oriental Institute of Management
Address: T-C Saranthe Krupa Apartment, Near Bombay Presidency International
School (BPIS), Sant Ramdas Marg, Mulund East, Mumbai- 400051
C: 9833163369/ 8104410500
Email: svsmap082008@gmail.com
Pan Card: E14UPP1389A
Aadhaar Card: 8965 6003 4275

Offer Letter

Dear Suwama,

We are very pleased to offer you the role of **Management Trainee at Sciative Solutions Private Limited** effective from 15th May 2012 and your full employment will be subject to your successful completion of your MBA from Oriental Institute of Management. From 15th May 2012 until your graduation you will be in a training period and receive a stipend of Rs 7,000 per month. Your total annual package will be Rs. 3,50,000 per annum in includes joining bonus Rs.42,000. Phone allowance of 15,000, joining onus 24,500, Performance linked incentive 26,850. Please see Annexure A for the complete salary breakup.

At the time of joining or before, please submit scanned copies of the following:

- i. Certificates and marksheets in support of your educational qualifications (10th onwards)
- ii. Passport / adhaar card / driving licence
- iii. Two passport size photographs (in original at the time of joining)
- iv. Permanent account number (PAN) card (bring along original at the time of joining)
- v. Cancelled cheque of the bank account where you would like your salary to be deposited
- vi. Duly signed acknowledgment copy of the offer letter
- vii. Two professional references (College Professors/ Internship Mentors)

Please note that this appointment is subject to satisfactory professional reference checks and validation of your documents. Also, your compensation is highly confidential, and if the need arises you may discuss it only with the directors of the company.

You shall be a full-time employee with six days (6 days) work week, and your leave type applicability shall be TYPE III or TYPE IV subject to the department requirement, wherein type III will have their weekly off as Sunday and Type IV will have their weekly off on Wednesday.

The company will invest great deal of resources and time in your professional grooming, mentoring and training to up-skill you in various domains related to your job. We believe in our team member's capabilities and would love for them to grow along with us in the long term as well. We deliver exceptional service to our clients. In the same spirit, we need all our team members to adhere to our core values of: *Customer Success, Ownership, Respect, Integrity, Excellence & Teamwork*

We look forward to welcome you to our team. Should you have any questions or clarifications, please feel free to reach me directly at anshu@sciative.com

Best Wishes,
For Sciative Solutions Private Limited

—Digitally signed below —
Anshu Jalora
Co-Founder and Managing Director



I have read the offer and accept the above mentioned terms and conditions.

Signature: —Digitally signed below —
Name: Suwama Bhim Pawar

Registered Add: 1201, Nivaa Heights, Plot 56, Sector 18, Kharghar, Navi Mumbai 410210

—DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Veehi, Navi Mumbai - 400 703



Sciative Solutions Private Ltd.

Leveraging Science Creatively

Office Add: 1103/04/05, The Corporate Park, Plot 14/15,
Sector 18, Vashi, Navi Mumbai, 400703
CIN:U74999MH2015PTC265309

ANNEXURE A: Salary Breakup

CTC Breakup		
Particulars	Annual	Monthly
CTC	3,50,000	
Laptop Allowance	24,000	
Loyalty Bonus	42,000	
Phone Allowance	15,000	
Joining Bonus	24,500	
PLI	26,850	
Employer Cont to PF	21,275	
Employer Cont to ESIC	6,779	
Gratuity	5,014	
Gross Earnings		
Basic	1,04,292	8,691
HRA	31,284	2,607
Special Allowance	49,008	4,084
Laptop allowance	24,000	2,000
Total Gross Salary	2,08,584	17,382
Deductions		
Employee Cont to PF	21,276	1,773
Prof Tax	2,400	200
Employee Cont to ESIC	1,560	130
Total Deductions	23,676	2,103
Net Earnings		
Net Payment		15,279

(The Employee Provident Fund (EPF) is a scheme that helps people save up a sufficient corpus for retirement. The plan was introduced with the Employees' Provident Funds Act in 1952 and is today managed by the Employees' Provident Fund Organisation (EPFO). In this scheme, an employee has to contribute 12% of their basic income towards the fund every month. The employer matches this amount with an equal contribution. When you retire, you receive the total amount (personal as well as the employer's contribution) as a lump sum along with interest. The EPF is regarded as a low-risk investment as the Government of India manages it and assures a fixed rate of return. Companies with a minimum of 20 employees mandatorily have to maintain EPF accounts for their employees. If an employee move from one job to another, you can transfer your EPF corpus easily. This is possible through something known as the Universal Account Number.)

DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703,



Sciative Solutions Private Ltd.

Leveraging Science Creatively

Office Add: 110/D4/D5, The Corporate Park, Plot 14/15,
Sector 18, Vashi, Navi Mumbai, 400703
CIN U74999MH2015PTC265309

1. Reference Checks and Verification of Particulars

The Employee's appointment is subject to:

- i. Reference checks: Sciative may approach the references provided by the employee to validate his/her credentials.
- ii. Verification of Particulars: In case particulars mentioned in the employee's application and the representations and warranties provided by the employee are found false or unsatisfactory, the employee's services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. Terms and Termination

- i. Internship period: The Employee's employment with the Company starts from the joining date of the employee. Given the complexities of the job role the first 3 months from the date of joining will be considered as Training period. During the training period the employee will be paid a stipend of Rs. 7,000 per month. The employee will be put on live client projects along with mentorship to help learn and perform tasks. The company will evaluate the Employee's learning agility, knowledge, skills, ability, aptitude, communication skills, timeliness, integrity and commitment to the role assigned. If the employee is found unsatisfactory on any of the above during or at the end of the Employee's training period, the Company shall terminate the Employee's employment by giving the Employee two weeks' notice.
- ii. Bond: From your date of joining till completion of 1 year, you would be under employment bond, wherein, if you exit from Sciative for any reason, within 1 year of your joining, you would be liable to pay 3 months of your gross salary to Sciative Solutions. Your Exit Clearance and Relieving would depend on the same.
- iii. Offer: This is an initial offer, a detailed offer will be sent to you at the time of joining which would contain all the company's policies.

By: --Digitally Signed Below --

Name: Anshu Jalora

Director, Sciative Solutions Pvt. Ltd.

By: --Digitally Signed Below --

Name: Suwarna Bhim Pawar

Employee, Sciative Solutions

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



Sciative Solutions Private Ltd.

Leveraging Science Creatively

Office Add: 110204025, The Corporate Park, Plot 14/15,
Sector 12, Vashi, Near Mumbai, 400703
CIN U16999MH2013PTC285398

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.



Sciative Solutions Private Ltd.

Leveraging Science Creatively

Office Add: 110504005 The Corporate Park, Plot 14/15,

Sector 18, Vashi, Navi Mumbai - 401303

CIN U74999MH2011PTC266308

-DIRECTOR

Oriental Institute of Management

Plot No. 149, Sector - 12,

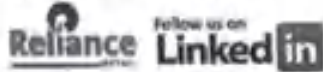
Vashi, Navi Mumbai - 400 703.

Dear Swati,

This is to confirm that Mr. Yatish Kamble has been shortlisted as Department Manager- Trainee at Reliance Digital.

To proceed further request him to complete his Recareers profile so that we can roll out his offer letter.

Regards,
Yugandhara Bobade
Reliance Digital – HRBP, Mumbai
Mb : +91 7276138577



<https://lnk.linkedin.com/company/reliance-retail>

From: Yugandhara Bobade
Sent: 10 February 2022 18:18
To: placements@oim.edu.in
Cc: Suresh Pallolikandiyil <Suresh.Pallolikandiyil@ril.com>; Samar Gaikwad <Samar.Gaikwad@ril.com>
Subject: DMIT- Campus Placement

Dear Swati,

As discussed,

Reliance Digital is a Consumer Durables and Information Technology concept from Reliance Retail. It is a subsidiary of Reliance Retail, which is a wholly owned subsidiary of Reliance Industries. Reliance Retail has the distinction of operating the largest consumer electronics store chain in India through a network of over 2,000 Reliance Digital and Jio stores.

Reliance Digital offers over 200 national and international brands offering a widest assortment of products.

We require "Department Manager In Training" for managing our various Departments across stores.

The selected candidates will undergo a structured Induction & Training program before taking over the Role of Department Manager of our Retail Outlet – Reliance Digital.

Attached herewith is the Job Description for your perusal.

Work Location : Mumbai/Navl Mumbai

Preference will be given to confident students with Fluency in English, Pleasing personality, Positive attitude & tech savvy (mobile / internet / social media)

A handwritten signature in blue ink, appearing to be 'A. Bobade', written over a horizontal line.

-DIRECTOR
Oriental Institute of Management
Flat No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Please share with us, the list of interested students in attached format

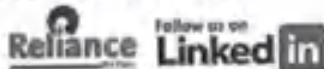
Also please let us know the date on which we will be able to conduct Campus Connect -

Contact Person - Yugandhara Bobade, Samar Gaikwad

Email id : Yugandhara.Bobade@ril.com, Samar.Gaikwad@ril.com

Mob No : 7276138577, 7977281306

Regards,
Yugandhara Bobade
Reliance Digital - HRBP, Mumbai
Mb : +91 7276138577



<https://www.linkedin.com/company/reliance-retail>

Confidentiality Warning: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from your system.

Virus Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email. The company cannot accept responsibility for any loss or damage arising from the use of this email or attachment."

A handwritten signature in blue ink, appearing to be "Ajay", written over a horizontal line.

-DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

Name	Aranya Tarjay Bansal
Business Title	Data Research Analyst
Performance Bonus	18.00%
Shift	General

Components	Amt (PM)	Amt (PA)
Base	9,583	1,15,000
HRA	4,792	57,500
Statutory Bonus	3,000	36,000
Flexi Reimbursements / City Compensatory Allowance	1,792	21,500
(A) Base Pay	19,167	2,30,000
Travel Allowance	2,200	26,400
Meal Allowance	1,100	13,200
Shift Allowance	-	-
(B) Total Allowance	3,300	39,600
Provident Fund (Employer Contribution)	1,800	21,600
NPS (Employer Contribution)*	-	-
Gratuity (Provision)	599	7,188
(C) Retirals	2,399	28,788
Total Compensation (A+ B+ C)	24,866	2,98,388
(D) Performance Bonus (PA)		32,200
Total Target Compensation (A+ B+ C + D)		3,30,588

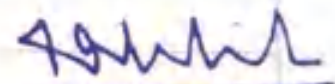
Note:

At Morningstar, we have teams that work in various shifts owing to business need and to work closely with global teams. In case your team works in shifts, please note you may be required to work in shifts. Company Transport is mandatory for Female employees and "Shift & Transport Allowance" will be applicable as per Shift Policy.

1. Flexi reimbursement kindly refer table below
2. Reimbursement amount can be claimed monthly (Subject to submission of valid bills as per eligibility on ADP portal). If bills are not submitted, the amount can be claimed subject to TDS. Unclaimed amount will be
3. TDS applicable as per Tax Laws.
4. Gratuity will be applicable on completion of 5 years in the Morningstar India Pvt. Ltd.
5. Performance Bonus is discretionary in nature and is over and above Base salary and calculated based on company, Business unit and individual performance.
6. Shift allowance is subject to working in shifts. Employees working in Early Morning, Afternoon & Night shift are eligible for shift allowance, prorated to no. of days worked in whichever shift. General shift employees are not eligible for shift allowance.
7. At Morningstar, we have teams that work in various shifts owing to business need and to work closely with global teams. In case your team works in shifts, please note you may be required to work in rotational shifts.

Insurance Coverage Details	Sum Assured (PA)
Accidental Insurance (Employee only)	5,00,000
Life Insurance - 3 Times of annual Base Pay (Employee only)	6,90,000
Mediclaim (Employee + Spouse + 2 Children + 2 Dependent Parents)	4,50,000

Flexi Reimbursements	Remarks	Max Limit (PA)



DIRECTOR
Oriental Institute of Management
 Plot No. 149, Sector - 12,
 Vashi, Navi Mumbai - 400 703.

Total

Dear Madam,
Greetings from NJ India Invest Pvt Ltd.

Hope you are doing well

As per our telephonic conversation We would like to inform you that we are looking for candidates who are really keen to work in the area of marketing/Sales of Mutual Funds & Insurance products for final Placements.

Overview of Company:

NJ Group is a leading player in the Indian financial services industry known for its strong distribution capabilities. The journey of NJ began in 1994 with the establishment of NJ India Invest Pvt. Ltd., the flagship company, to cater to investor needs in the financial services industry. Today, the NJ Wealth Distributor Network, earlier known as the NJ Fundz Network, started in 2003 is among the largest networks of financial products distributors in India.

Over the years, NJ Group has diversified into other businesses and today has a presence in businesses ranging from financial products distributor network, asset management, real estate, insurance broking, training & development and technology. Our rich experience in financial services, combined with executional capabilities and strong process & system orientation, has enabled us to shape a rising growth trajectory in our businesses.

NJ Group is based out of Surat in Gujarat (India) and has presence in 94* locations in India and has over 1300+* employees.

For more details you can visit <http://www.njgroup.in> / https://njwealth.in/njwealth/index_fin

JOB DESCRIPTION :-

Job location - Mumbai

Designation- Sr Executive

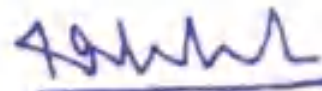
Job Profile :-

Recruitment of Financial Products Distributors

- (1) Generating leads from Open Market who are interested in becoming Distributor / Individual Financial Advisors (IFA) for Mutual Fund business.
- (2) Explaining MF Business opportunities and earnings to interested leads.
- (3) Coordinating and assisting enrolled candidates for NISM - Series V-A (AMFI).

Business Development

- (1) Providing training to IFAs for Business Development.
- (2) Preparing business plans and strategies to develop the business of IFA.
- (3) Planning different activities to explore better business opportunities and new developments.
- (4) Joint Call - accompanying IFA on client meetings.
- (5) Addressing and spreading awareness regarding investments in group client meets.
- (6) Solving distributor's queries.



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(7) Establishing strong relationships and communication with distributors.

System & Process

- (1) Following the internal sales process by updating all the activities in the online system
- (2) Comply with all rules and regulations of the company as well as following industry norms.

Skills required: Aggressive enough to handle the team, Confident, Passionate, Self Motivated, Positive attitude, knowledge and interest in financial sector/ Mutual Fund, good verbal and written communication.

Designation: Sr. Executive - Sales (Multi Product - Mutual Funds , Insurance)

CTC Offered: 4,04,640/- P.A. (Fix CTC of Rs. 3,03,480/- P.A. + Variable CTC up to Rs. 1,01,160/- P.A.) + conveyance & Mobile expenses on monthly basis.

And the other perks and reimbursement attached to your employment are:

- Rs 10,00,000/- Sum Assured Life Insurance
- Rs 5,00,000/- Sum Assured Personal Accident
- Rs 1,00,000/- Sum Assured Mediclaim Policy (If ESI not applicable)
- Mobile Expense Rs. 1500/- and Petrol Reimbursement at 2.5/- per Km. for Business Development

Location: Mumbai.

Qualification: MBA Finance OR MBA Marketing OR PGDM OR MMM

Kindly forward us the names, Home town, preferred location and contact number, email ID, DOB of the interested candidates in an Excel Sheet.

Regards,

Nilesh Kadam.

Manager Human Resource- Mumbai-Andhra Pradesh-Telangana.

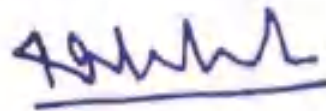
NJ India Invest Pvt. Ltd.

Email:- nilesh.kadam@njgroup.in | Mobile No:-9321644449 |

Website:- <http://www.njgroup.in>

On Tue, Aug 17, 2021 at 12:04 PM OIM Placement <placements@oim.edu.in> wrote:

I am happy to announce that I have joined Oriental Institute of Management, Vashi ,Navi Mumbai from 16th of August 2021 as a Manager Placement and corporate relations.



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Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 703.

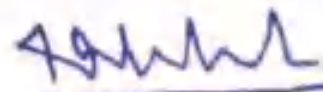
I am grateful for the 13 years I spent working for Pillai Institute of Management and this new position will allow me to focus on corporate engagements and campus hiring, which is my area of expertise.

I invite you to join me in this exciting new chapter to continue our mutually beneficial partnership. You would enjoy the same commitment and dedication from me.

Thank you so much for trusting me with your campus hiring and I hope you will also support me in future for your campus placement drive.

Regards,
Swati Ghosh Dastidar
Manager Placements
Oriental Institute of Management
9820641003

Disclaimer: Privileged & confidential information is contained in this message (including all attachments). If you are not an intended recipient of this message, please destroy this message immediately and kindly notify the sender by reply e-mail. Any unauthorized use or dissemination of this message in any manner whatsoever, in whole or in part, is strictly prohibited. This e-mail, including all attachments hereto, is for discussion purposes only and shall not be deemed or construed otherwise unless expressly stated. Any views or opinions presented in this email are solely those of the author and do not necessarily represent that of NJ Group of Companies. This communication, including any attachments may not be free of viruses, interceptions or interference, and may not be compatible with your systems. You should carry out your own virus checks before opening any attachment to this e-mail. The sender of this e-mail and NJ Group of Companies shall not be liable for any damage that you may sustain as a result of viruses, incompleteness of this message, a delay in receipt of this message or computer problems experienced. This message has been scanned for viruses and dangerous content by NJGroup Email Server, and is believed to be clean.



DIRECTOR
Oriental Institute of Management
Plot No. 14B, Sector - 12
Vashi, Navi Mumbai - 400 703.

Date: 22nd September 2021

Name of Candidate: **Mr. Suraj Yadav**

Subject: Offer Letter

Dear **Mr. Suraj Yadav**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Dombivali Office of PropertyPistol Realty Pvt. Ltd.**

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department/ associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of joining is **01st November 2021.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

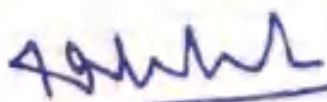
For, **PropertyPistol Realty Pvt. Ltd.**

Authorized Signatory

I **accept** the above offer of employment

Signature:

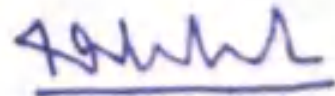
Name of candidate: **Mr. Suraj Yadav**


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Annexure I

	Per Month	Annually
Basic Salary	15250	183000
HRA	6100	73200
Conveyance	800	9600
Others	2850	34200
Gross Salary	25000	300000
Indicative Incentive *	40,000	4,80,000
Total CTC (Including Incentive)	65,000	7,80,000

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector- 12,
Vashi, Near Mumbai - 400 703.

DECIMAL POINT

Innovative Research Solutions

To,
Nicky Yogesh Jethwa,
Tilamal Society, G-2 Baba Bafikri Chowk,
Near Jhulelal Trust School, Urhasnagar- 421002.

Dear Nicky Yogesh Jethwa,

Re: Offer Letter for the post of Intern- Research Associate & Research Analyst

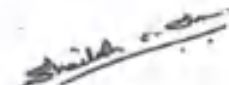
Following our discussions, I am pleased to offer you, on behalf of Decimal Point Analytics Private Limited, a position as **"Intern- Research Associate & Research Analyst"**.

Your stipend for first six months will be **Rs.17,000/- per month**. After completion of your six months internship, fixed cost to company would be **Rs.3,80,000/- per annum**. This includes a retention bonus of **Rs.30,000/- per annum** which shall be payable at the completion of twelve months of your full-time service from your date of joining and gratuity as per rules.

We look forward to your joining us on or before **13 Dec 2021**. By accepting this letter, you agree to bind yourself to the terms of the employment, including the notice period as decided by the company.

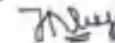
I would like to reiterate our high regard for you, and in the interim, if I can be of help, please do not hesitate to call me.

Sincerely,



Shallesh Dhuri
Chief Executive Officer

I agree to accept the letter & abide by the terms of employment:



Encl:

- Terms & Conditions
- Acceptance Copy

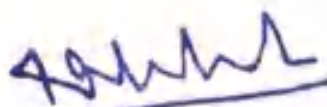
Appendure - 1

Decimal Point Analytics Private Limited
M No. U67120MH2005PTC157773

Registered Office
5A, B-Wing, Trade Star Building, B. Nagar,
Andheri-Kurla Road, Andheri (East),
Mumbai - 400 059, Maharashtra, India
T +91 22 3001 5200 F +91 22 3001 5250

www.decimalpointanalytics.com
1st Floor, 99 Bishopsgate,
London, EC2M 3XD,
United Kingdom
Tel: +44 20 3286 1998

info@decimalpointanalytics.ca
17 Sans Street,
Suite 4000, New York,
NY 10004 U.S.A.
T: +1 (917) 341 2218



DIRECTOR
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Vashi, Navi Mumbai - 400 703.

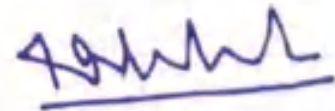
STATEMENT OF TERMS OF EMPLOYMENT

BETWEEN

DECIMAL POINT ANALYTICS PRIVATE LIMITED

AND

NICKY YOGESH JETHWA



DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400703.

STATEMENT OF TERMS OF EMPLOYMENT

This Statement includes the particulars of employment and is made between the following parties:

Decimal Point Analytics Private Limited and

Nicky Yogesh Jethwa

The terms and conditions of your employment with Decimal Point Analytics Private Limited are set out below and also in certain sections of the Company's Employee Handbook. In the event of any inconsistency between the terms set out in this Statement and the Employee Handbook, the terms set out in the Statement take precedence.

The Company reserves the right to vary and amend the terms and conditions of employment from time to time and will give reasonable notice of any such change.

In this Agreement, the following words shall have the following meanings:-

"Associated Company" shall mean in relation to the Company, another company which is connected or under common ownership of the Company or the principal shareholders of the Company;

"the Board" shall mean the Executive Board of Directors from time to time of the Company including any committee of the Board duly constituted by it;

"Gross Misconduct" shall include but is not limited to discrimination, harassment, fighting, alcohol or drug abuse, fraud, competing with the Company, theft, destruction of Company property, any breach of the Company's e-mail/internet policy, serious breaches of health and safety rules and breach of a statute which has a direct effect on your ability to undertake your duties under this Agreement;

"Incapacity" shall mean any illness, accident or other like cause which prevents you from performing your duties hereunder.

1. JOB TITLE AND REPORTING LINE

Your job title, reporting line and grade at Decimal Point Analytics Private Ltd, is as set out in Annexure I of this agreement. Based on your performance and Company requirements, your designation, grade and reporting line may be reviewed by the Company as an amendment to Annexure - I of the agreement.

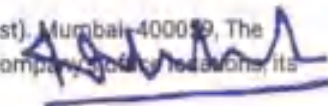
You have a duty to carry out all reasonable instructions and comply with all policies and procedures that the Company imposes. The Company may also reasonably require you to work at other jobs, or undertake the duties of another position, at a similar level within the business (whether for the Company and/or for an Associated or Subsidiary Company), after proper consultation.

2. DATE OF START OF EMPLOYMENT

Your employment with Decimal Point Analytics Private Limited will begin on or before 13 Dec 2021. No employment with a previous employer will count as part of your period of continuous employment with the Company.

3. PLACE OF WORK

Your initial place of work will be 5-A, B wing, Trade Star Building J.B Nagar, Andheri (East), Mumbai-400059. The Company reserves the right to require you to change your place of work to any of the Company's offices or locations, its


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Oriental Institute of Management
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Client's offices or any other location worldwide, as may be required by the Company. In the event of any proposed relocation, the Company will consult with you and provide you with as much notice as practical.

It is a condition of your employment that you are prepared to relocate anywhere within India and, if necessary, overseas at the request of the Company. Any such relocation shall be as per policy laid down by Company.

4. WORK RELATED TRAVEL

The Company has offices in multiple locations in India and abroad. In addition, the Company has clients all over the world. You may be required to work at any of these locations or elsewhere, for short term or long term durations, from time to time.

It is a condition of your employment that you are prepared to travel within India and, if necessary, overseas at the reasonable request of the Company. You shall travel by such means and in accordance with such travel tariff as the Company may from time to time determine. The Company will meet properly substantiated expenses in accordance with Company policy, the details of which are set out in the Employee Handbook.

5. HOURS OF WORK

Work Timings in Decimal Point Analytics reflect the requirements of business.

The working hours expected of each Decimal Point employee is of 9 (nine) hours a working day and 45 hours per week, including a 30 minute lunch/dinner break and 2 rest breaks of 15 minutes each.

Due to the nature of business at Decimal Point, hours of work may vary and you are expected to work such additional hours as necessary to meet business requirements and fulfill the duties and responsibilities of your role. No overtime payments would be made for such additional hours of work.

6. DUTIES

During the course of your employment you will discharge your duties efficiently, diligently and to the best of your abilities. You shall devote your whole time and attention to the business interests of the Company and generally carry out duties and work as assigned to you, and shall obey and comply with all the lawful orders and directions given to you by your superiors. You shall honestly, diligently and faithfully serve the Company and endeavour to promote the business interests of the Company at all times.

7. LEAVES AND HOLIDAYS

During your entire period of service, you will be entitled to leaves, holidays and all other benefits as per the rules and regulations prevailing in the Company for each such benefit from time to time. A detailed policy on the same is available in the Employee Handbook.

8. SALARY

Your stipend for first six months will be **Rs.17,000/- per month**. After completion of your six months internship, fixed cost to company would be **Rs.3,80,000/- per annum**. This includes a retention bonus of **Rs.30,000/- per annum** which shall be payable at the completion of twelve months of your full-time service from your date of joining and gratuity as per rules.

Any Bonuses lying unpaid on the date of resignation is subject to forfeiture at the sole discretion of the company.

Our performance year is January 01 to December 31 of each year. Your performance for the year will be reviewed by January 31 of the following year. Based on the review, your fixed annual salary will be reviewed and adjusted (merit).


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increase) in the month of April of the following year. A revision letter will be given to you on 31st January after the completion of the performance review.

9. MONITORING OF E-MAILS, INTERNET AND TELEPHONE CALLS

There are times when the Company may need to monitor the use of e-mails, the Internet and telephone calls by its employees, for example, to investigate suspected misuse, breaches of the law or Company rules and procedures. By signing this Statement, you consent to the Company so doing, without providing any notice to you.

You should also refer to the Company's policy on e-mail, use of Internet and Business communication in the Employee Handbook.

10. ADDITIONAL AGREEMENTS

You may be required by the Company to sign additional agreements that may be specific to clients or projects; you are required to work for

11. TERMINATION OF EMPLOYMENT

Your appointment can be terminated by the Company if your Medical Screening or Background Verification check reports have major discrepancies. The management's decision in all such cases will be final and binding.

The minimum period of notice that both you and the Company must give to terminate your employment is three months. Notice must be given in writing.

Failure to provide the agreed notice period shall render you liable to pay the Company notice period salary in lieu thereof and shall entitle the Company to deduct / withhold this amount from any and all dues payable by the Company to you. The management may decide to accept salary in lieu of Notice Period or adjust against leave, at its own discretion.

The management may also decide to waive off the Notice Period and relieve you prior to the expiration thereof based on the requirements of the company. The management's decision in all such cases will be final and binding.

It is your responsibility to complete your handover during the notice period before leaving the organization. This is required to ensure smooth transition of processes in the absence of the resigning employee.

Upon leaving the Company, you must return to the Company all of its property that is in your possession including all relevant intellectual property and confidential business information.

Once either you or the Company has given notice to terminate your employment, or if you resign without giving proper notice, the Company may direct you to take "Garden Leave" for the unexpired period of notice. This means that the Company may require you to serve your notice period away from the workplace, to perform only such duties as it may allocate to you or not to perform any duties, and to have no contact with any employees or clients of the Company without the express written permission of an officer of the Company. In cases where the Company directs you to take "Garden Leave" your salary and all contractual benefits will continue to be paid till the end of your notice period.

Upon termination of your employment for whatever reason, you agree that at the request of the Company you will immediately resign (without claim for compensation) from all directorships and other offices which you may hold in the Company or in any Associated Company and, if applicable, transfer any qualifying or nominee shares held by you, issued to you with respective provisions of terms of issue from time to time, to the Company and/or any Associated Company. In the event of your failure to notify the Company that you will resign within seven days of a request by the Company, you hereby irrevocably authorise the Company to appoint a person to execute any documents and to do everything necessary to effect such resignation on your behalf. Further, if you fail to transfer


DIRECTOR
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such shares within seven days of such request, the Company may effect such transfers on your behalf

Upon termination of your employment, for any reason other than those mentioned in clause 12.2, all unpaid increments, bonuses, whether retention or performance or any other bonus, revised salary will stand forfeited and no bonus and revisions will be payable to you during the notice period or after termination of employment.

The termination of your employment for whatever reason shall not affect those provisions of this Agreement which are expressed to have effect thereafter

12. SUMMARY TERMINATION

If you

12.1.1 shall commit any act of dishonesty whether relating to the Company, any Associated Company, an employee or otherwise; or

12.1.2 are guilty of any Gross Misconduct or commit any serious breach of any of your obligations to the Company or any Associated Company or refuse or neglect to comply with lawful orders given to you by the Board; or reporting officer

12.1.3 are guilty of any conduct which in the reasonable opinion of the Company brings you, the Company or any Associated Company into disrepute; or

12.1.4 shall be prohibited or disqualified by law from holding the office which you hold in the Company or any Associated Company or shall resign from any such office without the prior written consent of the Board; or

12.1.5 are in the reasonable opinion of the Company incompetent in the performance of your duties; or

12.1.6 fail to observe and perform in all material respects the terms and provisions of this Agreement (where such conduct does not fall within Clause 12.1.3) and fail to remedy any such non-observance or non-performance (where capable of remedy) within fourteen (14) days after prior written notice from the Company requiring you so to do; or

12.1.7 are declared bankrupt; or

12.1.8 are convicted of any arrestable criminal offence; or

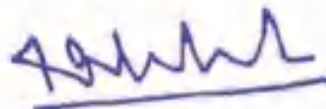
12.1.9 are prevented from performing your duties due to Incapacity (including any illness caused by your own negligence) for a period of 120 working days in aggregate in any period of 12 months; or

12.1.10 fail to observe and comply with the requirements and obligations of any law which is required to be observed in performance of your duties,

THEN the Company shall be entitled at its absolute discretion to terminate your employment immediately without notice or payment in lieu of notice whereupon you shall have no claim against the Company for damages or otherwise by reason only of such termination. Further, it is hereby agreed that the Company shall be entitled to terminate your employment under Clause 12.1.9 notwithstanding that to do so would disentitle you to any benefits in force at the date of such termination.

12.2 This Agreement shall automatically terminate on your 60th birthday.

12.3 The Company may suspend you for the purpose of investigating any misconduct alleged against you and during any such period, you shall not, except with the prior consent in writing of the Board, or your reporting officer, attend at any premises of the Company or any Associated Company or contact any employee, customer or supplier of the Company or any Associated Company. The Company shall be under no obligation to provide any work for you during such period and you shall, at the request of the Company, immediately deliver to the Company all or any of its property.



- DIRECTOR
Oriental Institute of Management
Plot No. 49, Sector - 12
Vashi, Navi Mumbai - 400 703

13. DEDUCTIONS FROM SALARY

The Company reserves the right in its absolute discretion to deduct from your pay any sum which you may owe the Company including, without limitation, any over payments or loans made to you by the Company or loss suffered by the Company as a result of your negligence or breach of the Company's rules, any TDS dues, any tax dues, any other statutory dues.

14. OUTSIDE INTERESTS

You will not, during the course of your employment, be employed or engaged in any capacity in any other business without the prior written consent of a Director of the Company.

15. CONFIDENTIALITY

You acknowledge that in the course of your employment with the Company you will have access to, and be entrusted with, information in respect of the business and financing of the Company, its Clients, its Clients' clients, its employees, its dealings, transactions and affairs including any parent or subsidiary company, another subsidiary of parent company, joint venture company and associated companies (together "Group companies"), all of which information is or may be confidential.

You must not, either during your employment or at any other time after completion of employment with the Company, divulge to any person or organisation any confidential information relating to the Company, its Clients, its Clients' clients, its employees and any Group company, except where required to do so as part of your duties while employed by the Company.

"Confidential information" includes all information which has been specifically designated as confidential by the Company, its Clients, its Clients' clients, its employees or any parent company, another subsidiary of parent or subsidiary company, joint venture company (hereinafter collectively referred to as Group Company(ies)), any information imparted in circumstances which imply that it is confidential, and any information relating to the technical, strategic planning, marketing, pricing or financial activities of the Company, its Clients, its Clients' clients, its employees or any Group Company, the unauthorised disclosure of which would embarrass, harm or prejudice the Company or any Group Company. It does not include information which is legitimately in the public domain.

You must not, at any time during your employment with the company and thereafter, share the name of any Client of the Company or Client's client, either directly or indirectly, or in such terms that any third person is able to ascertain the name of the Client or Client's client, in any social networking site such as LinkedIn and Facebook or any job portal or site such as Naukri, Monster and TimesJobs without the express prior written approval of a Director of the Company.

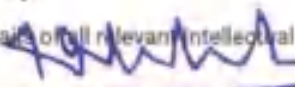
Breach of the Group's confidentiality rules during your employment will normally lead to summary dismissal for gross misconduct or any other legal recourse available to the Company.

16. INTELLECTUAL PROPERTY

All relevant Intellectual Property and all Intellectual Property Rights therein shall to the fullest extent permitted by law belong to, vest in and be the absolute, sole and unencumbered property of the Company or if it originates mainly from an Associated Company it shall be the property of such Associated Company, or if it originates mainly from a Client Company, it shall be the property of such Client.

16.1 You hereby acknowledge that because of the nature of your duties and the particular responsibilities arising from the nature of your duties you have and at all times during your employment will have a special obligation to further the interests of the undertakings of the Company and of any Associated Company.

16.2 You hereby undertake to notify and disclose to the Company in writing the full details of all relevant intellectual


- DIRECTOR
Oriental Institute of Management
Plot No. 149, Sector - 12
Vashi, Navi Mumbai - 400 703

Property forthwith, upon the production of the same, and promptly whenever requested by the Company and in any event upon the determination of your employment with the Company deliver up to the Company all correspondence and other documents, papers and records, and all copies, whether physical or electronic, or on any magnetic or optic or any other media thereof in your possession, custody and power relating to any relevant Intellectual Property;

16.3 You hereby undertake to hold upon trust for the benefit of the Company or any Associated Company any relevant Intellectual Property and the Intellectual Property Rights therein to the extent the same may not be and until the same are vested absolutely in the Company or any Associated Company;

16.4 You hereby assign for the benefits of the Company by way of future assignment all copyright, design rights and other proprietary rights (if any) in all relevant Intellectual Property;

16.5 You hereby, unconditionally and irrevocably waive your rights to be identified as the author of any of the relevant Intellectual Property in which copyright subsists and not to have the work subjected to derogatory treatment, and this waiver is made expressly in favour of the Company and shall extend to licenses and successors in title to the copyright in the work;

16.6 You hereby acknowledge that, save as provided by law, no further remuneration or compensation other than that provided for herein is or may become due to you in respect of the performance of your obligations under this Clause; and

16.7 You hereby undertake at the expense of the Company to execute all such documents, make such applications, give such assistance and do such acts and things as may in the opinion of the Company be necessary or desirable to vest in and register or obtain letters patents in the name of the Company, its clients, its clients' clients, its employees or any Associated Company and otherwise to protect and maintain the relevant Intellectual Property and the Intellectual Property Rights therein;

To the extent that by law any relevant Intellectual Property or the Intellectual Property Rights therein do not, or are not permitted to, vest in or belong to the Company or any Associated Company you agree immediately upon the same coming into existence to offer to the Company or any Associated Company in writing a right of first refusal to acquire the same on arm's length terms to be negotiated and agreed between the parties in good faith.

17. POST TERMINATION OBLIGATIONS

17.1 For the purpose of this Clause, the following expressions shall have the following respective meanings:

"Business" means the carrying on of the business of providing financial and investment services and support services to companies in the financial services sector and any other sectors that the Company or any Group Company provides services to, including the sales and marketing of research data produced by the Company or any Group Company and any other business which may at the termination of this Agreement be carried on by the Company or any Group Company at the date of termination of your employment and in which you have been concerned to a material extent at any time in the 24 months immediately preceding such termination.

"Key Employee" means any person who at the date of termination of your employment is employed or engaged by the Company or any Group Company (i) with whom you have had material contact during the course of your employment and (ii) either (a) is employed or engaged in the carrying on of the business of Company's Business and any other business or (b) is in possession of confidential information or (c) is directly managed by or reports to you or (d) in the event that such Key Employee is found to have been solicited by you prior to the date of termination of your employment, who would have been so employed but for your actions.

"Restricted Area" means any part of the world in which you have undertaken your duties to a material extent at any time in the 24 months immediately preceding the termination of your employment.

"Restricted Period" means the period of 36 months and calculated from the date of termination of your employment, subject to a reduction for any period spent on Garden Leave, as mentioned under the Clause Termination of


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Plot No. 149, Sector - 12,
Vashi, Navi Mumbai - 400 793

Employment

17.2 You hereby undertake that you will not for the Restricted Period without the prior written consent of the Company either alone or jointly with or on behalf of any person directly or indirectly whether as manager, agent, consultant, employee or otherwise:

17.2.1 in connection with the carrying on of any business in competition with the Business, canvass, solicit, approach or do business, either directly or indirectly, with any person or organization who or which has at any time during the period of 24 months immediately preceding the date of the termination of your employment done business with the Business as a client and with whom or which you have had dealings during the course of your employment; or

17.2.2 solicit or entice away or endeavor to solicit or entice away from the Business any Key Employee who at the date of the termination of your employment is employed or engaged by the Company (whether or not the Key Employer would commit a breach of contract by accepting such an approach).

18. SHARE DEALINGS

You shall comply with all relevant rules of the Company, regulations and laws in force in relation to share dealings, debentures or other securities.

19. GENERAL

19.1 No failure or delay by the Company in exercising any right, power or privilege under this Agreement shall operate as a waiver thereof nor shall any single or partial exercise by the Company of a right, power or privilege preclude any further exercise thereof or the exercise of any other right, power or privilege.

19.2 This Agreement supersedes all other agreements whether written or oral between the Company or any Associated Company and you relating to your employment and you acknowledge and warrant to the Company that you are not entering into this Agreement in reliance on any representation not expressly set out herein.

19.3 You warrant that by virtue of entering into this Agreement you will not be in breach of any express or implied terms of any contract with, or of any other obligation to, any third party binding upon you.

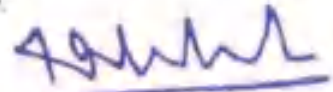
19.4 If your employment under this Agreement is terminated by reason of the liquidation of the Company for the purpose of reconstruction or amalgamation and you are offered employment with any concern or undertaking resulting from the reconstruction or amalgamation on terms and conditions not less favorable than the terms of this Agreement then you shall have no claim against the Company in respect of the termination of your employment under this Agreement.

19.5 You confirm that you have received or have had the opportunity to receive independent legal advice as to the terms and effect of this Agreement and, in particular, to the restrictions contained in the Confidentiality and Intellectual Property and Post-termination Obligation clauses above.

20. NOTICES

20.1 Any notice or other communication given or made under this Agreement shall be in writing and shall be delivered to the relevant party or sent by registered post to the address of that party specified in this Agreement or such other address in India may be notified by that party from time to time for this purpose, and shall be effectual notwithstanding any change of address not so notified.

20.2 Unless the contrary shall be proved each such notice or communication shall be deemed to have been given or made, if by registered post, 48 hours after posting and, if by delivery, at the time of delivery.




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21. GOVERNING LAW

This Agreement shall be governed by and construed in all respects in accordance with Indian law and the parties agree to submit to the non-exclusive jurisdiction of the Courts of Mumbai as regards any claim or matter arising in respect of this Agreement.

You will also be governed by all other instructions/rules/policies of the company, which are not specifically mentioned in this letter.

I have read, understood and agree to the terms and conditions set out in this Statement of Terms of Employment, with Annexure - 1 and in the Company's Employee Handbook. I also confirm that they supersede any other terms and conditions that may have been in force at the time of signing this Statement.


Signature: 

Nicky Yogesh Jethwa

Signed on behalf of the Company by:

Signature: 

Shailesh Dhuri
Chief Executive Officer
Decimal Point Analytics Private Limited

Signature: 

Vidula Padwal
Senior Vice President - Talent Management
Decimal Point Analytics Private Limited


-DIRECTOR
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Vashi, Near Mumbai - 400 725

ANNEXURE - I to Agreement between Decimal Point Analytics Private Limited and Nicky Yogesh Jethwa

JOB TITLE AND REPORTING LINE

Your job title is **Intern- Research Associate & Research Analyst** of Decimal Point Analytics Private Limited and you would be reporting to **Shailesh Dhuri- Chief Executive Officer**.

Based on your performance and Company requirements, your designation, and reporting line may be reviewed by the Company.

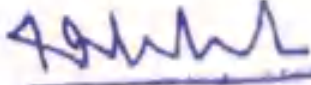
PROBATION AND CONFIRMATION

Confirmation of your employment with the Company would be effective upon your satisfactory completion of the first 6 months of employment (also called as Probation / Training period) with the Company. This stipulated period should be sufficient for you to get trained and start delivering the desired standards of work based upon the goals and objectives agreed to with your manager.

Documents to be submitted on your DOJ:

The employee on joining Decimal Point Analytics should submit the following documents to the Talent Management Department:

1. 3 copies of latest passport size photograph.
2. Scanned copies of all the educational certificates and mark sheets. (Attested).
3. Scanned copies of proof of date of birth i.e. birth certificate or school leaving certificate (Attested).
4. Scanned copies of Relieving letter and service certificate from the last employer (if applicable).
5. Scanned copies of Last salary slips from last employer (if applicable).
6. Scanned copy of PAN Card
7. Scanned copy of Address Proof (Passport, Electricity bill, Ration card) any one
8. Scanned copy of Aadhaar Card


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