BANGALORE TECHNOLOGICAL INSTITUTE

(An ISO 9001:2015 Certified Institute)

Kodathi Village, VarthoorHobli, Bangalore East Tq, Bangalore Urban District, Bangalore-560035, Karnataka

principal@btibangalore.orgwww.btibangalore.org

Phone: 7090404050

5.2.1.1 Number of outgoing students placed and progressed to higher education during the last five years

Placement Details 2021-2022					
Sl.No	**Year**	**Name of students placed/ enrolling into higher education and contact details**	**Program graduated from**	**Name of the employer with contact/details/Name of institution joined**	**Pay package at appointment (In INR per annum) (applicable for students who got placement)/ Name of program admitted to (applicable for students who progressed to higher education)**
1	**2021-22**	**ANKITA VASTA**	**CSE**	**INFOSYS**	**4.2 LPA**
2	**2021-22**	**AASHISH NEUPANE**	**CSE**	**INFOSYS**	**4.2 LPA**
3	**2021-22**	**AKANKSHA ROY**	**CSE**	**INFOSYS**	**4.2 LPA**
4	**2021-22**	**ANIRUDH MUTALIK**	**CSE**	**PENTAGON SPACE PVT LTD**	**3 LPA**
5	**2021-22**	**YASHAS P M**	**CSE**	**PENTAGON SPACE PVT LTD**	**3 LPA**
6	**2021-22**	**ASHOK BAHADUR SHAH**	**CSE**	**INFOSYS**	**4.2 LPA**
7	**2021-22**	**PULKIT JAIN**	**CSE**	**PENTAGON SPACE PVT LTD**	**3 LPA**
8	**2021-22**	**DIPRAN BHANDARI**	**CSE**	**ROBAS**	**2.71 LPA**
9	**2021-22**	**G M DARSHAN**	**CSE**	**ROBAS**	**2.71 LPA**
10	**2021-22**	**GOWTHAMI B N**	**CSE**	**ROBAS**	**2.71 LPA**
11	**2021-22**	**GOWTHAMI T.S**	**CSE**	**ROBAS**	**2.71 LPA**
12	**2021-22**	**GULAM E MUSTAFA**	**CSE**	**ROBAS**	**2.71 LPA**
13	**2021-22**	**HARSHITHA S**	**CSE**	**ROBAS**	**2.71 LPA**
14	**2021-22**	**HEMALATHA B**	**CSE**	**ROBAS**	**2.71 LPA**
15	**2021-22**	**HEMANT KUMAR SINGH RAJABANSHI**	**CSE**	**ROBAS**	**2.71 LPA**
16	**2021-22**	**JYOTI REKHA GIRI**	**CSE**	**ROBAS**	**2.71 LPA**

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=#032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

17	2021-22	K.N MURALI JOGI	CSE	ROBAS	2.71 LPA
18	2021-22	KAJAL SHREE M	CSE	CELLULERA	2 LPA
19	2021-22	K GOVARDHAN REDDY	CSE	PROTRAINY	2.76 LPA
20	2021-22	KAVYA N R	CSE	ROBAS	2.71 LPA
21	2021-22	KOTHAMASUM ARUN	CSE	ROBAS	2.71 LPA
22	2021-22	LAVANYA N DESHABHANDARI	CSE	PROTRAINY	2.76 LPA
23	2021-22	LAYA B	CSE	CELLULERA	2 LPA
24	2021-22	LIKHITHA R	CSE	ROBAS	2.1 LPA
25	2021-22	MD. KAMALUDDIN ANSARI	CSE	PROTRAINY	2.76 LPA
26	2021-22	BHARGAVI	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
27	2021-22	CHARAN M	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
28	2021-22	DAVALA SAB	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
29	2021-22	DIVYA R	ECE	PENTAGON SPACE PVT LTD	3 LPA
30	2021-22	JUNAID AHMED KHAN JAGIRDAR	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
31	2021-22	MANJUNATH N	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
32	2021-22	NISHCHITA H JAKKAREDDI	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
33	2021-22	NISHTHA NAGAR	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
34	2021-22	NITISH BHARDWAJ	ECE	SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED	5.1LPA
35	2021-22	PASUPULETI RAJA MANIKYAM PRASAD	ECE	SYNCHRONOSS TECHNOLOGIES	5.1LPA

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

				INDIA PRIVATE LIMITED	
36	**2021-22**	**POOJASHREE K R**	**ECE**	**SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED**	**5.1LPA**
37	**2021-22**	**PRAKASH GIRI**	**ECE**	**SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED**	**5.1LPA**
38	**2021-22**	**PRAVEEN**	**ECE**	**SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED**	**5.1LPA**
39	**2021-22**	**SANJANA M**	**ECE**	**SYNCHRONOSS TECHNOLOGIES INDIA PRIVATE LIMITED**	**5.1LPA**
40	**2021-22**	**SHIVAM BHATTACHARYA**	**ECE**	**CAPGEMINI**	**4 LPA**
41	**2021-22**	**MICHAL THAPA**	**CSE**	**PROTRAINY**	**2.76 LPA**
42	**2021-22**	**MOHAN YADAV**	**CSE**	**PROTRAINY**	**2.76 LPA**
43	**2021-22**	**MAMMADI DEVI PRIYA**	**CSE**	**PROTRAINY**	**2.76 LPA**
44	**2021-22**	**NAMAN KUMAR JHA**	**CSE**	**PROTRAINY**	**2.76 LPA**
45	**2021-22**	**NARAYAN SHRESTHA**	**CSE**	**PROTRAINY**	**2.76 LPA**
46	**2021-22**	**NIKHIL N.G**	**CSE**	**PROTRAINY**	**2.76 LPA**
47	**2021-22**	**NISHCHITA C**	**CSE**	**PROTRAINY**	**2.76 LPA**
48	**2021-22**	**NISHCHITA JAKKAREDDI**	**CSE**	**WIPRO**	**4 LPA**
49	**2021-22**	**RAJESH Y**	**CSE**	**CELLULERA**	**2 LPA**
50	**2021-22**	**RANJINI N**	**CSE**	**CELLULERA**	**2 LPA**
51	**2021-22**	**KEERTHANA S P**	**CSE**	**CELLULERA**	**2 LPA**
52	**2021-22**	**SAMUEL ABHISHEK C**	**CSE**	**CAPGEMINI**	**3.2 LPA**
53	**2021-22**	**SANDEEP**	**CSE**	**CELLULERA**	**2 LPA**
54	**2021-22**	**SANDESH BIST**	**CSE**	**CELLULERA**	**2 LPA**
55	**2021-22**	**SANGAMESH**	**CSE**	**CELLULERA**	**2 LPA**
56	**2021-22**	**SUNIL KARKI**	**CSE**	**SOGO**	**2.58 LPA**
57	**2021-22**	**SOWJANYA G**	**CSE**	**SOGO**	**2.58 LPA**
58	**2021-22**	**SPOORTHI M.S**	**CSE**	**TATA CONSULTANCY**	**3.36 LPA**
59	**2021-22**	**SUDHANSHU TIWARI**	**CSE**	**TATA CONSULTANCY**	**3.36 LPA**
60	**2021-22**	**SURAJ K C**	**CSE**	**SOGO**	**2.58 LPA**
61	**2021-22**	**SWARNIMA SHADILYA**	**CSE**	**SOGO**	**2.58 LPA**
62	**2021-22**	**UDAYARAJ S**	**CSE**	**SOGO**	**2.58 LPA**

NANDA H S
A H S

NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

63	2021-22	RAM SINGH CHAUDHARY	CSE	KSOLVES	3 LPA
64	2021-22	ANISH THAPA	CSE	KSOLVES	3 LPA
65	2021-22	MD. OWAIS	CSE	KSOLVES	3 LPA
66	2021-22	SHIVA THAPA	CSE	KSOLVES	3 LPA
67	2021-22	AMAR KULKARNI	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
68	2021-22	BHARATH N R	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
69	2021-22	BIKASH GIRI	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
70	2021-22	DIVYA RAJ SHRESTHA	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
71	2021-22	HARISH K	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
72	2021-22	JAISHWAR R	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
73	2021-22	ROSHAN BAHADUR BHANDARI	ME	CREATIVE	8.5 LPA
74	2021-22	SHANKARAN R	ME	CREATIVE	8.5 LPA
75	2021-22	SUDIPTO BAURI	ME	CREATIVE	8.5 LPA
76	2021-22	VENKATESH S	ME	CREATIVE	8.5 LPA
77	2021-22	AVISHKA TOMAR	ME	CREATIVE	8.5 LPA
78	2021-22	MURALI MANOHAR SINGH	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
79	2021-22	JASWANTH V GOWDA	ME	SUPRAJIT AUTOMOTIVE PRIVATE LIMITED	2.7 LPA
80	2021-22	PRAMILA SHAHI	CIVIL	G U CONSULTANTS	2.1 LPA
81	2021-22	PRAMOD GOTAME	CIVIL	G U CONSULTANTS	2.1 LPA
82	2021-22	RAKSHITHA	CIVIL	KLARHEIT:VALUERS	2 LPA
83	2021-22	SAILESH SHARMA	CIVIL	KLARHEIT:VALUERS	2 LPA
84	2021-22	SANDEEP M	CIVIL	KLARHEIT:VALUERS	2 LPA
85	2021-22	SANTA BAHADUR CHEPANG	CIVIL	KLARHEIT:VALUERS	2 LPA

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

86	**2021-22**	**SAROJ SHAH**	**CIVIL**	**KLARHEIT:VALUERS**	**2 LPA**
87	**2021-22**	**SUBODH KUMAR SHAHU**	**CIVIL**	**KLARHEIT:VALUERS**	**2 LPA**
88	**2021-22**	**SUDARSHAN BABU**	**CIVIL**	**KLARHEIT:VALUERS**	**2 LPA**
89	**2021-22**	**SHUBHASHREE**	**CSE**	**KSOLVES**	**3 LPA**
90	**2021-22**	**GUNASHREE A**	**CSE**	**KSOLVES**	**3 LPA**
91	**2021-22**	**KARTHIK RAJA RAM**	**CSE**	**KSOLVES**	**3 LPA**
92	**2021-22**	**AKSHAY KUMAR SHARMA**	**CSE**	**KSOLVES**	**3 LPA**
93	**2021-22**	**NAVEEN P CHANDAN**	**CSE**	**KSOLVES**	**3 LPA**
94	**2021-22**	**SAI CHARAN REDDY**	**CSE**	**KSOLVES**	**3 LPA**
95	**2021-2022**	**RAGHAV VISHWANATH**	**CSE**	**ROBAS**	**2.71 LPA**

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear MD. KAMALUDDIN ANSARI,

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Navigate your next
SEPTEMEBER 19, 2022

Mr. AKANKSHA ROY

Dear AKANKSHA,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limite

INFOSYS LIMITED
CIN: **L85110KA1981PLC013115**
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
askus@infosys.com
www.infosys.com

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Company Confidential - This communication is confidential between you and Infosys Limited

Navigate your next
SEPTEMEBER 19, 2022

Mr. AASHISH NEUPANE

Dear AASHISH,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limite

INFOSYS LIMITED
CIN: **L85110KA1981PLC013115**
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
askus@infosys.com
www.infosys.com

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Company Confidential - This communication is confidential between you and Infosys Limited

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/6**

Dear Kavya N R,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1) During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**
2) You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.
3) During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.
4) You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.
5) You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.
6) In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.
7) Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.
8) Based on your performance, Company can terminate you anytime without giving prior notice.
9) **Terms and Conditions of Employment**

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b) Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.
c) During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:
d) Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;
e) Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;
f) Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.
g) Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.
h) If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.
i) The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.
j) Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.
k) There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.
l) As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.
m) Leave entitlement will be in accordance with the rules of the company.
n) The remuneration package will be reviewed upon completion of one year.
o) The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1. You are found medically unfit to perform your duties by a registered medical practitioner, or
2. Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3. Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4. If you willingly mislead the company, or
5. If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6. If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a) All educational Mark-sheets & certificates
b) Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c) Last 3 salary slips, if applicable
d) Latest Increment or appointment letter from the current employer
e) Three passport size photographs, Copy of Aadhar Card.
f) PAN card copy
g) Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____ Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **Kavya N R**

Emp No **: 8**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/6**

Dear Kothamasum Arun,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1) During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**
2) You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.
3) During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.
4) You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.
5) You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.
6) In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.
7) Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.
8) Based on your performance, Company can terminate you anytime without giving prior notice.
9) **Terms and Conditions of Employment**

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178 9ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b) Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.
c) During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:
d) Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;
e) Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;
f) Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.
g) Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.
h) If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.
i) The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.
j) Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.
k) There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.
l) As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.
m) Leave entitlement will be in accordance with the rules of the company.
n) The remuneration package will be reviewed upon completion of one year.
o) The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1. You are found medically unfit to perform your duties by a registered medical practitioner, or
2. Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3. Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4. If you willingly mislead the company, or
5. If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6. If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a) All educational Mark-sheets & certificates
b) Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c) Last 3 salary slips, if applicable
d) Latest Increment or appointment letter from the current employer
e) Three passport size photographs, Copy of Aadhar Card.
f) PAN card copy
g) Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____ Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **Kothamasum Arun**

Emp No **: 18**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear LAVANYA N DESHABHANDARI,

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 4th Main,
Near Arpitha Apartment
Koramangala
Bangalore-560034.
Email: info@cellulera.in

Dear Laya B,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

APPOINTMENT LETTER

April 23, 2022

Dear Nishchita Jakkareddi,

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

1. Appointment Details:

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

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

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

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

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

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

2. Compensation:

You will be eligible for:

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

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

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

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

NANDA H S
032e43491663458gacfc979e71ec0a44, Phone=0ab231d073847 1de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c030165599e221789f67d053610f08e7887021dbb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1789568

Letter of Intent ("LOI")

Dear Shivam Bhattacharya,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.** , (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

NANDA H S
CN=, OI=PERSONAL, T=5133, OID.2.5.4.65=032e434916634588adfc979e71ec0a44, Phone=0ab2310023847 1de79945cc864ce848fd5ecfb0ae5c8b2d20af5c9adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993cd3016599e231789f67d05931f0f8e7837021da8434804830bb0c0638, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

NANDA H S

the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dab3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE 1

Shivam Bhattacharya
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only).** Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

NANDA H S
AHS

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=, 032e434916634588a9c979e71e0a44, Phone=, 0ab231d0738471de79945cc85dce848fd5e2, fb0ae5c8b2d26af9c3a8bfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=, 12d993c03016599e23178ff67d055610f08e, 7827023dab3480d430bdc0858, CN=, NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24 +05'30'

Gmail RaghuKumar K <raghukumar1976@gmail.com>

Fwd: CSR Drive Offer Letter 2022 - Bangalore Technological Institute , Bangalore - Pentagon Space Pvt Ltd

1 message

Placement & Training <placement@blibangalore.org>
To: RaghuKumar K <raghukumar1976@gmail.com>

---------- Forwarded message ---------
From: **Campus Connect** <campusconnect@pentagonspace.in>
Date: Sat, 30 Apr 2022, 2:58 pm
Subject: CSR Drive Offer Letter 2022 - Bangalore Technological Institute , Bangalore - Pentagon Space Pvt Ltd
To: <placement@blibangalore.org>, Madhusudhan H <madhusudhan@pentagonspace.in>
Cc: Sheetal R <sheetal@pentagonspace.in>

Dear Sir/Mam,

Greetings of the day !!!

Congratulations to the selected Students !!!

As per your approval we are releasing the final list of students who have cleared the CSR interview process 2022 batch. Attached pdf document is the offer letters for your reference

Tentative batch commencement date will be sent to the registered email ID shortly. Students from Circuit branches should opt for JAVA Full Stack Course and for Mechanical should opt

Note : Students should send the duly filled pdf scanned copy to campusconnect@pentagonspace.in by mentioning their Name and C program will be online and we would be informing the students one week prior if we are starting the offline batch (Students should re

SL No.	Name	Contact Number(Whats app)	Contact Number(On Call)	Email id	Department	University Seat Number/ Registration Number
1	Sudhanshu tiwari	9380915898	9380915899	sudhanshut084@gmail.com	CSE	1bh18cs096
2	Pulkit Jain	9380872695	9380872695	jpulkit774@gmail.com	CSE	1BH18CS074
3	Divya R	8088527050	8088527050	rdivyagowda123@gmail.com	ECE	1BH18EC007
4	Harish k	7411459871	7411459871	harish741145@gmail.com	Mechanical	1bh18me007
5	Yashas P M	8105638162	8105638162	yashasraj1234@gmail.com	CSE	1BH16CS073
6	Anirudh Mutalik	8496925589	8496925589	anirudhmutalik.908@gmail.com	CSE	1bh18cs007

--
Best Wishes From,
Team Campus Connect
Pentagon Space
www.pentagonspace.in

Bangalore Technological Institute offer.zip
2712K

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491663458acfc979e71ec0a44, Phone=0ab231d073847 1de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789f167d053610f08e7837021dab3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear GOVARDHAN REDDY

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra* Automotive Private Limited

 # 25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Murali Manohar Singh,

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
A H S
NANDA H S
CsIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/6**

Dear Likitha R,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1) During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**
2) You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.
3) During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.
4) You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.
5) You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.
6) In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.
7) Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.
8) Based on your performance, Company can terminate you anytime without giving prior notice.
9) **Terms and Conditions of Employment**

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b) Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.
c) During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:
d) Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;
e) Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;
f) Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.
g) Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.
h) If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.
i) The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.
j) Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.
k) There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.
l) As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.
m) Leave entitlement will be in accordance with the rules of the company.
n) The remuneration package will be reviewed upon completion of one year.
o) The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1. You are found medically unfit to perform your duties by a registered medical practitioner, or
2. Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3. Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4. If you willingly mislead the company, or
5. If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6. If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a) All educational Mark-sheets & certificates
b) Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c) Last 3 salary slips, if applicable
d) Latest Increment or appointment letter from the current employer
e) Three passport size photographs, Copy of Aadhar Card.
f) PAN card copy
g) Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____ Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **Likitha R**

Emp No **: 16**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022

Dear Raghav Vishwanath,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1) During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**
2) You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.
3) During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.
4) You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.
5) You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.
6) In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.
7) Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.
8) Based on your performance, Company can terminate you anytime without giving prior notice.
9) **Terms and Conditions of Employment**

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178 9ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b) Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.
c) During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:
d) Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;
e) Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;
f) Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.
g) Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.
h) If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.
i) The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.
j) Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.
k) There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.
l) As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.
m) Leave entitlement will be in accordance with the rules of the company.
n) The remuneration package will be reviewed upon completion of one year.
o) The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1. You are found medically unfit to perform your duties by a registered medical practitioner, or
2. Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3. Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4. If you willingly mislead the company, or
5. If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6. If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a) All educational Mark-sheets & certificates
b) Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c) Last 3 salary slips, if applicable
d) Latest Increment or appointment letter from the current employer
e) Three passport size photographs, Copy of Aadhar Card.
f) PAN card copy
g) Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____ Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178911f67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **Raghav Vishwanath**
Emp No **: 20**
Designation : **Project Executive**
Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.
There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.
Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S
NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Vijaynagar
Bangalore-560078.
Email: info@cellulera.in

Dear Kajal Shree M,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Keerthana S P,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Rahul Mishra,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Ranjini N,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Rajesh Y

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Samuel Abhishek C,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Sandeep Bist,
We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Sandeep,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Sangamesh,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Shilpashree M,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Shruti Gupta,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Smirthi Karanjit,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Cellulera Infotech Pvt. Ltd.
No. 3, 1st Floor, 14th Main,
Near 17th Cross Bridge
Malleshwaram West,
Bangalore-560055.
Email: info@cellulera.in

Dear Soman Krishna Sai Reddy,

We are thrilled to offer you the position of **Network Engineer** at Cellulera Infotech Pvt.Ltd, with a start date of 15/06/2022, contingent upon successful completion of a background check.

In this role, you will be responsible for Establishes and maintains network performance, Builds net configurations and connections, Troubleshoots network problems, IP address auditing., Establishes networking environment by designing system configuration and directing system installation, Defines, documents, and enforces system standards.You will report directly to Revathi N Inside sales Executive and collaborate with the development team.

The starting salary for this position is INR 2 LPA per year, paid on a 10th of every month basis through Cash deposit. We offer a competitive benefits package that includes, medical insurance, paid time off, retirement plan.

This is an at-will employment relationship, meaning either party can terminate the employment at any time, with or without cause, with or without notice. This letter does not constitute a contract of employment, express or implied.

We are excited to welcome you to the team.

Thanking You,

With Regards
Revathi N
Inside Sales Executive

Candidate Signature: _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear AVISHKA TOMAR,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
OID.2.5.4.65=
022e43416634588aa4c8f9a7aec0a44,
CN=NANDA H S,
0ab2316f738471de79945c854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=
12d993c03016599e231789ff67d653610f08e
7837021da9b3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear MANIKANTA M,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
OID.2.5.4.65=
022e43416634588aa4c8f9a7aec0a44,
CN=NANDA H S,
0ab231d073847de79945cc854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=
12d993c03016599e231789ff67d653610f08e
7837021da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear RAM KUMAR MAHATO,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
OID.2.5.4.65=
022e43416634588aa4c8f9a7aec0a44,
CN=NANDA H S,
0ab2316f738471de79945cc854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=
12d993c03016599e231789ff67d653610f08e
783702148b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear ROSHAN BAHADUR BHANDARI,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear SHANKARAN R,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S, ou=PERSONAL, T=5133, OID.2.5.4.65=022e43416634588aa4c8f9a7aec0a44, 0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN= NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear SUDIPTO BAURI,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
ou=PERSONAL, T=5133, OID.2.5.4.65=022e43416634588aa4c8f9a7aec0a44, 0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear VENKATESH S,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
OID.2.5.4.65=
022e43416634588aa4c8f9a7aec0a44,
CN=NANDA H S,
0ab231d073847de79945cc854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=
12d993c03016599e231789ff67d653610f08e
7837021da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear VIRUPA SAMUDRAM POORNIMA,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear VISHAL SAH,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
OID.2.5.4.65=
022e43416634588aa4c8f9a7aec0a44,
EMAILADDRESS=
0ab2316738471de79945cc854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=
12d993c03016599e231789ff67d653610f08e
783702148b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Date: 4 MAY 2022

OFFER OF EMPLOYMENT

Dear YATHISH M G,

Welcome to **Creative Synergies Group!**

We are pleased to offer you the position of **"Jr. Design Engineer"** with us. Your base of operations will be **Bangalore, India**. Your offer of employment will be for a ***regular full time*** position with Company and your date of appointment is effective from the date of joining.

The offer will be valid till **Date: 06 JUNE 2022.** If you accept this offer and fail to join the Company by the date mentioned above or any other date approved by the Company in writing, this offer shall automatically stand cancelled.

- The following are the terms and conditions of the Offer:-

COMPENSATION & BENEFITS

1. Your total Annual CTC will be **₹.8,50,000/-.** The detailed compensation structure is described in Annexure - A.
2. Your salary will be reviewed periodically as per Company policy. However, changes in your compensation are discretionary and will be based on effective performance results during the period and other relevant criteria.
3. In addition you will be eligible for Mediclaim Benefit, Group Life & Personal Accident Insurance benefit as per your career level.

NANDA H S
A H S
NANDA H S
2.5.4.65=...
0ab2316f738471de79945c854ce848fd5ec
ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=...
12d993c03016599e231789ff67d653610f08e
78370214a9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

HOURS OF WORK & PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department or company location or customer location to which you are assigned. As per company's working model all employees work in shifts and you are required to work in shifts based on the business requirement.

LEAVES

1. You will be entitled for Planned Leave (PL) of 22 days per calendar year on a prorate basis from your date of joining. Planned leave will be credited to your account monthly.
2. You will be entitled for Advance Leave of 10 days only in case of Marriage (self), Illness (self or immediate family), Examinations, with prior approval from BU Head and Manager - Organizational Development.
3. In addition to PL you will be entitled for Bereavement Leave of 3 days, Paternity Leave of 5 days and Happy Time Leave of 1 day (Marriage Anniversary / Self Birthday, as per the records).

UNAUTHORISED ABSENCE FROM WORK

Your unauthorized absence from work for a continuous period of more than 3 days or more will be treated as absconding from duty, and in the event of your not reporting to work. Organizational Development team will take necessary action on absconding employee process.

RETIREMENT AGE

All employees in the company shall retire on attainment of normal retirement age of 58 Years fixed by the company.

PASSPORT

You are required to have a valid passport. In case you do not have, you are required to obtain during two months of joining.

NANDA H S
A H S
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

DISPUTES

Any disputes between yourself and the company shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Bangalore. When you are deputed overseas or assigned to work with any group company or affiliate, in the event of a dispute arising due to a breach of any provision of this Agreement the company shall have the right to seek relief in any court in the geographic location of

your assignment and the governing law shall be the applicable law of that jurisdiction. In the event of a dispute arising due to a violation of the non-compete provision of this Agreement the company shall have the right to seek damages and injunctive relief in any court in the geographic location of the customer(s) and the governing law shall be the applicable law of that jurisdiction.

BACKGROUND VERIFICATION

You are required to provide 2 references at the time of joining for the background verification. Company reserves all the rights to do the background verification at any point of time during your employment. During the background verification if company comes across any kind of discrepancy in the information provided by the employee, company has rights to decide on the employment status of employee based on the severity of the fact. In case of serious discrepancy employee can be terminated from his / her services.

TERMINATION OF EMPLOYMENT

1. Exit by Separation:
    a) Employee will serve 3 months' notice mandatory from either side on of employment
    b) Management holds the discretionary power to waive-off notice period on case-to-case basis
    c) Employee will have to pay Gross Salary in lieu of Notice period.
2. However, should you sign any service bond/undertaking/ agreement with company as a part of your employment process or later in the course of your employment in the company, you will then not be entitled to terminate your employment with the company unless you comply with the terms and conditions of the bond/undertaking/ agreement in addition to the above.
3. Any employee leaving the organization before completion of one year from his/ her Date of joining will be liable for recovery of any kind of payments made to him at the time of joining. (Joining Bonus, Notice Period Payment, Relocation Expenses and any other payment made to the candidate at the time of his joining)

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.840.1.113733.1.7.23.6.5.PROFESSIONAL, T=5133, OID.2.5.4.65=022e43419634588aa4c8f9a7aec0a44, E=nanda.hs@global-csg.com, CN=NANDA H S, SERIALNUMBER=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, C=IN, SERIALNUMBER=12d993d30016599e231789ff67d653610f08e7837021da9b3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4. The company shall have the right to terminate this agreement forthwith, without any notice and without any salary in lieu of notice period in the event of any of the following:
    a) Breach on your part of any terms and conditions of this contract and any other rules made applicable to you in respect of your employment with us.
    b) Violation on your part of the company's rules with regards to the authenticity and information declared at the time of joining the company.
    c) Any misconduct or failure to carry out any of your duties and obligations.

GENERAL TERMS AND CONDITIONS

1. You can be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate Company in case if the Company requires so for business purposes. In such case you will be governed by the terms and conditions of service applicable to the new assignment.
2. You shall be bound by all the policies, rules, regulations and procedures currently prevailing or that may be established by the Company in future, and any modifications thereof or additions thereto, as may be declared by the Company from time to time.
3. You will be required to sign a Confidentiality, Non-Compete, and Intellectual Property Rights Agreement effective from the date of joining to protect the Company's and its clients' rights in the information and materials developed by you or disclosed to you during your employment.
4. Should any provision of this offer letter be or become ineffective, or be held to be invalid, this shall not affect the validity of the remaining provisions hereof. Any invalid provision or any gap or uncertainty of any provision in the offer letter that becomes apparent when performing the offer letter shall be replaced, interpreted or Supplemented in such a manner that the intended purpose of the offer letter will be achieved.
5. Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to company you are joining is mandatory. In case of non-availability of PAN Income Tax would be deducted as per Income Tax Laws and company will not hold any responsibility towards the same.
6. You are to devote your full time, attention and ability to the interest of the company.
7. In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential.
8. You are required to submit photocopies of the following documents. You are also required to bring all original documents for verification.

NANDA H S
A H S
NANDA H S, PERSONAL, T=5133, OID.2.5.4.65=022e43419634588a4c8f9a7aec0a44, E=0ab2316f73847 1de7994 5c854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301 6599e231789ff67d053610f08e783702 14a9b2 3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

a) Acceptance copy of Offer letter
b) Relieving letter and Experience letter from all previous companies
c) Educational Degree certificate & Mark Sheets (10th, 12th, Diploma, Graduation, Post Graduation and Highest qualification certificate)
d) 2 Passport size, 1 Stamp size photograph and a scanned copy of passport size photograph
e) Copy of Passport

f) Copy of Visa stamping (If any)
g) Copy of PAN card (PAN card details are mandatory)
h) Copy of Photo ID Card such as Aadhar / Ration Card / Voter ID Card / Driving License
i) Copy of latest resume, Last three month's Pay slips from immediate previous employer
j) 2 Self-attested Photo ID documents for KYC
k) UAN number from previous company

ACCEPTANCE OF JOINING

If you are agreeable to accept this offer, please return the copy of this letter, duly signed by you as a token of your acceptance, within 5 days from the date of issue of this letter.

Sincerely,

For **Creative Synergies Consulting India Private Limited**



Vinod SP Assistant General Manager-Talent Acquisition

_____ _____

Accepted (Date of Joining) Signature & Date

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833 www.global-csg.com

NANDA H S
AHS
NANDA H S
CN=NANDA H S, OU=PERSONAL, T=5133, OID.2.5.4.65=022e43491663588aa4c8f9a7aec0a44, E=0ab2316f738471de79945cc854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12e993c0301659 9e231789ff67d653610f08e7837021d8b3480d430bdc06f38
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

Annexure – A

Basket A		
Item	**Monthly**	**Annual**
Basic	₹ 23,414.28	₹ 2,80,971.32
Sub-Total - A	**₹ 23,414.28**	**₹ 2,80,971.32**
Basket B		
HRA	₹ 9,365.71	₹ 1,12,388.53
Bonus	₹ 0.00	₹ 0.00
Food Coupons	Rs. NIL or Rs. 750 or Rs. 1,500 or Rs. 2,900 per month	
Mobile Reimbursement	Max limit – 9,000 per annum (Only Rental)	
Children Education Allowance	Rs. 1,200 per child, per annum	
LTA	Max -30,000 per annum	
Sub-Total – B	**Sub-Total – B**	
Basket C		
Special Allowance	₹ 34,117.95	₹ 4,09,415.35
Total Gross Salary = A+B+C	**₹ 66,897.93**	**₹ 8,02,775.20**
Basket D		
Provident Fund (Employers' Contribution)	₹ 2,809.71	₹ 33,716.56
Gratuity (as per gratuity act)	₹ 1,125.69	₹ 13,508.24
ESIC	NA	NA
Variable Salary	NA	NA
Total Cost to Company = A+B+C+D	**₹ 70,833.33**	**₹ 8,50,000.00**

1.Basic Salary:Basic salary is set as per the company & statutory standards.
2 Bonus: 8.33% of Basic(Applicable upto Basic of 21,000 Per Month)
3.HRA allotted after considering basic and bonus with maximum ceiling of 40% basic
4. Flexi Benefit Plan: Applicable for CTC above 3,60,000/- per annum,Employee can decide flexible components (Food Coupons,Mobile Reimbursement,Children Education Allowance,LTA) only within the specified limits. Supporting Bills / Invoices must be submitted to claim tax benefit as per Income Tax Laws during financial year.

Registered Office:
Creative Synergies Consulting India Private Limited
1st Floor, Building 2B, Tower 2, 'Hibiscus',
Embassy Tech Village (SEZ),
Marathahalli Outer Ring Road, Deverabeesanahalli,
Varthur Hobli, Bangalore – 560 103, Karnataka, INDIA
T : +91-80-61920201 | F : +91-80-61920200

Creative Synergies Consulting India Private Limited
B-401, 4th Floor, B-Block,
Brigade Tech Park,
Whitefield Road,
Bangalore – 560 066, Karnataka, INDIA
T : +91-80-61179001 | F : +91-80-61179000

Creative Synergies Consulting India Private Limited
A/103 & 104, Cabin No. 14,
Pune IT Park,
34, Aundh Road, Bhau Patil Marg,
Pune – 411007, Maharashtra, INDIA

CIN : U74999KA2011FTC058833
www.global-csg.com

NANDA H S
A H S
NANDA H S
2.5.4.45=2.16.356.100.10.2.1.1.1=#130c3132393939303135393...,
0ab231d073847 1de7994f2c854ce848fd5ec ffb0ae5c8b2d20af9c3adbfda13f6,
PostalCode=560064, S=Karnataka,
SERIALNUMBER=12d993c03015599e231789ff67d653610f08e783702 1da9b3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

CREATIVE
SYNERGIES GROUP
Delivering Engineering Excellence – WorldWide

4.1. Children Education Allowance – Limited to two children. Applicable only from 1st Standard.
4.2. Telephone / Mobile Phone / Broad Band Connection Reimbursement: Connection must be on employee's name and should be installed at employee's residence where he / she reside. Only monthly rentals would be considered for reimbursement.
4.3. Leave Travel Allowance: Leave Travel Allowance is paid on monthly basis. Travel by Bus, Train & Airplane within India would be considered for reimbursement upon submission of valid / legal bills / invoices issued by respective Government / Private Agencies.
5. Gratuity will be paid as per Gratuity Act 1972



Vinod SP Assistant General Manager-Talent Acquisition

NANDA H S
A H S

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Charan M

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Charan M,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=#32e43491634588acfc979e71ec0a44, Phone=#0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,



Subhash Bana
Sll **& GM, India**

Charan M, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Charan M _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Charan M**		
Designation:	**Software Trainee**		
Level ID:	**P2**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Davala sab

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Davala sab,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,



Subhash Bana
Sll **& GM, India**

Dawala sab, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Dawala Sab _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Dawala Sab**		
Designation:	**Software Trainee**		
Level ID:	**P5**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Divya R

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Divya R,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=#32e43491634588acfc979e71ec0a44, Phone=#0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Divya R, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Divya R _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Divya R**		
Designation:	**Software Trainee**		
Level ID:	**P3**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030f16599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Junaid Ahmad Khan Jagirdar

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Junaid Ahmad Khan Jagirdar,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,



Subhash Bana
Sll **& GM, India**

Junaid Ahmad Khan Jagirdar confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Junaid Ahmad Khan Jagirdar _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Junaid Ahmad Khan Jagirdar**		
Designation:	**Software Trainee**		
Level ID:	**P4**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Manjunath N

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Manjunath N,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Manjunath N, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Manjunath N _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Manjunath N**		
Designation:	**Software Trainee**		
Level ID:	**P6**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Nichchita H Jakkareddi

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Nichchita H Jakkareddi,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=#32e43491634588acfc979e71ec0a44, Phone=#0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Nichchita H Jakkareddi, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Nischita H Jakkareddi _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Nichchita H Jakkareddi**		
Designation:	**Software Trainee**		
Level ID:	**P7**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Nishtha Nagar

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Nishtha Nagar,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,



Subhash Bana
Sll **& GM, India**

Nishtha Nagar, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Nishtha Nagar _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Nishtha Nagar**		
Designation:	**Software Trainee**		
Level ID:	**P8**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Nitish Bhardwaj

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Nitish Bhardwaj,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,



Subhash Bana
Sll **& GM, India**

Nitish Bhardwaj confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Nitish Bhardwaj _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Nitish Bhardwaj**		
Designation:	**Software Trainee**		
Level ID:	**P9**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030f1659e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Pasupuleti Raja Manikyam Prasad

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Pasupuleti Raja Manikyam Prasad,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Pasupuleti Raja Manikyam Prasad confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Paupuleti Raja Manikyam Prasad _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Pasupuleti Raja Manikyam Prasad**		
Designation:	**Software Trainee**		
Level ID:	**P11**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	G r a t u i t y	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Poojashree K R

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Poojashree K R,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=#32e43491634588acfc979e71ec0a44, Phone=#0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Poojashree K R, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Poojashree K R _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Poojashree K R**		
Designation:	**Software Trainee**		
Level ID:	**P11**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



Private & Confidential

8-Jun-2022

Prakash Giri

Bangalore (India)

Ref: Employment Offer with Synchronoss Technologies India Pvt Ltd

Dear Prakash Giri,

On behalf of Synchronoss Technologies India Pvt Ltd, (the "Company"), I am pleased to offer you the position of **Software Trainee** at Synchronoss Technologies India Pvt Ltd. As we discussed you will start working for Synchronoss Technologies India Pvt Ltd, at your earliest mutually agreed start date and not later than **13—Jun-2022.**

Compensation

Salary. Your annual salary will be as per the Annexure I, payable in accordance with Company's payroll policies and subject to deductions and withholdings, as required by applicable laws. Because of the nature of your position, you are not eligible for overtime.

Employee Benefits. Eligibility to participate in the Company's employee benefits program, including health and other insurance, as applicable to the Indian entity.

Other benefits that you will be eligible for are described in the Company's Employee Hand Book or as otherwise made available by the Company from time to time.

Orientation: Our On-boarding partner will be in contact with you prior to your joining date to assist you with your on-boarding experience.

Probation: Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company.

Contd ...

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-g0-2665 7271 Ninvw.synchronoss.com



This offer of employment is contingent upon:

- Our receipt of favourable background verification checks from your present and previous employers.
- Our receipt of all the documents as per Annexure II.

If the foregoing terms are acceptable to you, please sign, and return copy of this letter to the Undersigned.

Sincerely,

Subhash Bana
Sll **& GM, India**

Prakash Giri, confirm that I have read, understood and accept the terms and conditions of employment with Synchronoss.

Prakash Giri _____

Offer Accepted Date _____

Start Date _____

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecffb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and ISO/IEC 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE I

Bhargavi

Estimated Salary Break up			
Date :	**08-Jun-2022**		
Name:	**Prakash Giri**		
Designation:	**Software Trainee**		
Level ID:	**P12**		
	Base Salary	420,000	
	Particulars	**Annual (INR)**	**Monthly (INR)**
A	Basic	210,000	17,500
B	HRA	84,000	7,000
C	Flexible Benefit Plan (Food, LTA, Special Allowance)	100,800	8,400
D	Employer's Contribution to Provident Fund	25,200	2,100
	Total Base Salary (A+B+C+D)	**420,000**	**35,000**
E	Annual Target Bonus (Variable)*	34,986	Indicative Amount paid in the month of April (The payout month may vary)
F	Gratuity	10,096	Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act
G	Medical Insurance for self and family	31,000	Insurance benefits as per company policies
H	Accident Death and Life Insurance	4,000	
	Estimated Gross Per Annum	500,082	

***Target Bonus:**

You will be eligible for an annual bonus of 8.33% of your base salary on terms that may vary. You will be eligible to participate in the bonus program on a pro-rated basis, calculated from your start date. The terms of the Bonus Plan are subject to annual re-evaluation and modification by the Company. The bonus is paid after the end of the Company's fiscal year. You must be actively employed at time of payment in order to earn and receive the bonus.

NOTE: *Synchronoss reserves the right, at its sole discretion, to interpret and to terminate, modify and/or amend well as revise any of the components of compensation*

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c030l1659e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 9001:2015 and isotiEc 27001:2013 Certified Company 11 2021 Synchronoss, Inc. All Rights Reserved.

synchronoss

Synchronoss Technologies India Private Limited
6th 7th Floor, Tower B, No. 12, Subramanya Arcade, Bannerghatta Road,
Bangalore — 560 029. INDIA Ph +91-50-2665 7271 Ninvw.synchronoss.com



ANNEXURE II

	Documents to be uploaded on *Workday* on joining day.
	❑Certificates and mark Sheets - High school to Highest Degree. ❑ Proof of date of birth - Birth certificate or your high school certificate which mentions your date of birth. ❑Your recent Color photograph. ❑Last Employer's Offer Letter and Relieving Letter ❑Last 3 months Salary Slip and Salary Certificate ❑Previous Companies Relieving Letters (All the companies' worked with) ❑Photocopy of your PAN Card, Aadhar Card & Passport (1 copy each) ❑Photocopy of IRAN card ❑Certificate if you belong to any SC/ ST/ Physically Handicapped/ Minority Community ❑Permanent Address Proof

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

An 150 90.0.1:2015 and ISO/IEC 271301:2013 Certified Company11 2021 Synchronoss, Inc. All Rights Reserved.



G.U.CONSULTANTS

#183, 3RD CROSS, 3RD MAIN, BASAVANAGUDI, BANGALORE-560004

DATE: 06.06.2022

Appointment order

To,

Ms. Pramila Shahi

Sub: Appointment as Site Engineer

We are pleased to appoint you as Site Engineer in our organization.

The appointment is subjected to the following rules and regulations.

1. You will be given a monthly salary of 17500/-
2. You will be on promotion after one year.
3. You will be reporting to duty on or before this month end.
4. If your performance is upto our satisfaction you will be given a salary rise after your probation period (Generally we will increase salaries every march)
5. You will be given two weekly holidays in a month.
6. You will be given conveyance allowance if you are located near the site.
7. The offer is void if you are not reporting duty on the date given by us.
8. You will be giving one month prior information any time if you are leaving the organization.
9. Company reserves the right to terminate your services anytime during the probation period, giving one month prior notice.

If you leave the organization without intimation one month salary shall be deducted. Sincerely,

For G.U.Consultants



Manjunath L

Proprietor

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d073847 1de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e23178 9ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'



G.U.CONSULTANTS

#183, 3RD CROSS, 3RD MAIN, BASAVANAGUDI, BANGALORE-560004

DATE: 06.06.2022

Appointment order

To,

Mr. Pramod Gomate,

Sub: Appointment as Site Engineer

We are pleased to appoint you as Site Engineer in our organization.

The appointment is subjected to the following rules and regulations.

1. You will be given a monthly salary of 17500/-
2. You will be on promotion after one year.
3. You will be reporting to duty on or before this month end.
4. If your performance is upto our satisfaction you will be given a salary rise after your probation period (Generally we will increase salaries every march)
5. You will be given two weekly holidays in a month.
6. You will be given conveyance allowance if you are located near the site.
7. The offer is void if you are not reporting duty on the date given by us.
8. You will be giving one month prior information any time if you are leaving the organization.
9. Company reserves the right to terminate your services anytime during the probation period, giving one month prior notice.

If you leave the organization without intimation one month salary shall be deducted. Sincerely,

For G.U.Consultants



Manjunath L

Proprietor

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d073847 1de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/5**

Dear GULAM E MUSTAFA,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **GULAM E MUSTAFA**

Emp No **: 5**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/8**

Dear HEMANT KUMAR SINGH RAJABANSHI,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **HEMANT KUMAR SINGH RAJABANSHI**

Emp No **: 8**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/9**

Dear JYOTI REKHA GIRI,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **JYOTI REKHA GIRI**

Emp No **: 9**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/1**

Dear DIPRAN BHANDARI,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e783702 1dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **DIPRAN BHANDARI**

Emp No **: 1**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/2**

Dear G M DARSHAN,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : G M **DARSHAN**

Emp No **: 2**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/3**

Dear GOWTHAMI B N,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **GOWTHAMI B N**

Emp No **: 3**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/4**

Dear GOWTHAMI T S,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **GOWTHAMI T S**

Emp No **: 4**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/6**

Dear HARSHITHA S,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **HARSHITHA S**

Emp No **: 6**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Offer cum Appointment Letter

Date: 05/05/2022 **Ref: RR/PO/2022/OPS/7**

Dear HEMALATHA B,

Further to our discussions, we are pleased to offer you the position of **Project Executive** with **Robas Research Private Limited** based at **Bangalore**. The detailed compensation offer, as applicable to you, is enclosed hereby under Annexure I ("CTC") of this Offer Letter and the basic terms have been re-produced herein below for your ease of reference:

1)During your engagement with **Robas Research Private Limited**, your total Compensation will **be INR 2,71,836/-annually (Rupees Two Lakh Seventy One Thousand Eight Hundred Thirty Six Only)and your date of joining is 16th May 22.**

2)You will be **on probation for a period of 6 months (Six months) from your date of joining.** You shall not resign this office of Project Executive till the end of this contract period (one year from date of joining). If done then need to pay the remaining month salary amount to the company.

3)During probation period you shall not be entitled for any leaves other than sick leave as per the company policy. After confirmation, you shall be entitled for leaves as per the company leave policy. National holidays/festival holidays declared by the company will be in addition to these leaves.

4)You will be entitled for the statutory benefits namely Gratuity as per the existing laws of the land.

5)You are liable to be transferred/assigned a job anywhere in India or abroad to any Division / Office / Establishment / Department / Group Company at sole discretion of the company.

6)In the event of your notice of resignation to the Company or a notice of separation by the Company due to Misconduct, breach of Company Policies/ Terms of Employment or Service to you before completion of 12 Months of services from the date of payment of any bonus component to you by the Company, such as Joining Bonus, Re-location Bonus including but not limited to any reimbursement, Retention Bonus and Notice Buy-out Amount, you shall be liable and obligated to refund the entire amount of any such bonus which has been paid to You by the Company.

7)Your employment can be terminated at any time from either side by giving 4 weeks' notice thereof during probation period. Post confirmation of your services with the Company, either side shall be required to serve at least 12 weeks prior written notice mandatorily in case of termination of your employment with the Company. Any deviation from the aforesaid notice period requirement shall be applicable at the sole discretion of the Company.

8)Based on your performance, Company can terminate you anytime without giving prior notice.

9)Terms and Conditions of Employment

a) In case the need arises, your services are transferable to any division, location or associate of the company, existing or to be formed in the future. Complete confidentiality of all company information and operations is expected from your side. You will be required to sign a Confidentiality & Non-Disclosure Agreement and a Non-compete Covenant at the time of joining as a condition to your employment.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

b)Employee will devote your whole time and attention to the business of the Company, and shall not participate, be engaged or interested or concerned directly or indirectly in any other business or occupation of any kind or nature whatsoever.

c)During your term of employment with Robas Research Pvt. Ltd., and thereafter for a period of 1 year, you shall not directly or indirectly:

d)Induce, procure or endeavour to induce any person who was an employee of Robas Research Pvt. Ltd. to leave the services of, or cease to provide service to, Robas Research Pvt. Ltd.;

e)Accept into employment or otherwise engage or use the services of any person who is, on the date of the termination of his employment, or was in the 12 months preceding such date, an employee or consultant of, or under contract of services to Robas Research Pvt. Ltd.;

f)Approach, solicit or deal with, in competition with Robas Research Pvt. Ltd. any person who was a customer, client, distributor, agent or supplier of Robas Research Pvt. Ltd. or was a person with whom Robas Research Pvt. Ltd. had business dealings.

g)Upon separation from the Company on account of either resignation or termination, the employee shall immediately return to the Company all the assets and property (including any leased properties) of the Company including documents, files, books, papers and memos whether in hard or soft copy which is in the employee's possession or custody.

h)If any employee of the Company is found stealing or misusing the software(s) or information made available to them / known to them during the course of their work such as non-public confidential information, trade secrets, or proprietary information relating to the business of the Company/ its clients, in the course of his employment or otherwise, the Company is entitled to terminate the employee's services with immediate effect.

i)The Company reserves the right to access and read email sent and received by employees using the email system and/or IT infrastructure provided by the Company. Employees should have no expectation of privacy in anything they create, store, send or receive on the company's computer system and that any of their messages may be viewed without prior notice.

j)Further, the Company may, if it so elects, institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to obtain damages for leak of such confidential information and that the company shall be entitled to recover any and all costs and expenses, including, without limitation, reasonable attorneys' fees, in enforcing its rights against the said employee.

k)There is a 6-month probationary period, post which, on the basis of performance, you will be confirmed. Mediclaim facility will be applicable to you and your family members on completion of 6 months of service with the organization. During this 6- month period, there is no leave eligibility and service can be terminated either side, by giving 3 warnings. Post-confirmation, service can be terminated either side, by giving 90 days' notice. Gratuity will be applicable after 5 years as per the government rules.

l)As per the company norms, when resigning from the company; the company will hold your salary for the mentioned notice period. The same will be settled along with full and final settlement within 45 days from the date of last working day.

m)Leave entitlement will be in accordance with the rules of the company.

n)The remuneration package will be reviewed upon completion of one year.

o)The offer is subject to reference checks and information provided to the Company during the recruitment process, or subsequently. If any information provided is found to be misleading or falsified, the Company is entitled to withdraw the offer and/or terminate the employee's services and take necessary legal action.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

p) Through accepting this offer, you confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.

q) Notwithstanding any of the clauses of this letter of appointment the management reserves the right to terminate your services without giving any notice or assigning any reasons thereof, if:

1.You are found medically unfit to perform your duties by a registered medical practitioner, or
2.Any adverse report regarding your conduct or character is received by the management from any civic/police authorities, or
3.Any of the particulars / information given by you to the company in your application for employment is found to be incorrect, or
4.If you willingly mislead the company, or
5.If you do not attend your duties for more than 30 days continuously on any ground without any notice except on ground of illness or
6.If you are found misbehaving with any of the employees

You are also requested to bring the following documents at the time of joining for personal records:

a)All educational Mark-sheets & certificates
b)Experience/Relieving certificate or service certificate from your last employer/present employer or proof of your relieving / Final settlement from your present employer.
c)Last 3 salary slips, if applicable
d)Latest Increment or appointment letter from the current employer
e)Three passport size photographs, Copy of Aadhar Card.
f)PAN card copy
g)Form 16(1) (pertaining to Tax Deducted at source) from the previous employer In case of acceptance, please report at the following address for joining on or before the joining date at 10AM or virtually as advised, failing which the said offer shall be deemed as cancelled. **Robas Research Private Limited,**
155, Kumaran's RV Archade, 2nd Floor,9th Main Road,
Sector 6, HSR Layout, Bengaluru, Karnataka 560102

Looking forward to a pleasant and fruitful association with you.
Please read through this Offer cum Appointment Letter along with CTC details under Annexure I before accepting this Offer cum Appointment Letter. You agree and acknowledge that upon your signature of this letter, you shall be legally under obligation to abide by the same.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

I confirm & accept the Offer Letter together with Annexure I and the terms mentioned.

Signature and Date: _____Employee Name:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e434916634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

ANNEXURE-1

Name : **HEMALATHA B**

Emp No **: 7**

Designation : **Project Executive**

Date of Joining : **16th May 22**

ANNEXURE-1 : Salary Structure(INR)		
Salary Heads	**Monthly**	**Yearly**
Basic	5042	57600
HRA	2521	30252
Special Allowance	6392	76704
Medical	1250	15000
Conveyance	1600	19200
Gross(Fixed Components)	**16805**	**201660**
Variable Components		
Company Retention	500	6000
Night Shift Allowance	2500	30000
PF (Employer Contribution)	605	7260
Retirals & Mediclaim		
Gratuity	243	2916
Insurance	2000	24000
Total Compensation	**22653**	**271836**

***Special allowances are to meet your certain daily requirements like internet and phone bill, uniform, hostel, daily allowance, Academic/ Research Allowance.**

An amount of INR 500 will be deducted and added every month as Company Retention Plan to company account (on behalf of employee) which will be remunerated when the employee is leaving the company in full and final settlement.

There would be an equal contribution to PF from employee's side. This will be deducted from gross salary.

Kindly return a signed copy of this letter and an attested copy of your academic certificates, as a token of acceptance of this offer. The offer is subject to our receiving your acceptance within 7 days from the receipt of this letter. We look forward to your commitment in creating a good organization. Once again, we welcome you to Robas Research and wishing you all the best.

Ankit Dhanuka

Ankit Dhanuka
Managing Director
Robas Research Private Limited

Employee Signature
Date:

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Akshay Kumar Sharma,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Anish Thapa,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Gunashree,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Karthik Raja Ram,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Md.Owasis,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Naveen Chandan,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Ram Singh Chaudhary

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Sai Charan Reddy,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Shiva Thapa,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

KSOLVES

Emerging Ahead Always

Offer Letter

Date: 06/06/2022

Dear Shubhashree,

We are pleased to extend an offer of employment to you for the position of Chief Marketing Officer at Ksolves. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

Position Details

- Job Title: Chief Marketing Officer Gourav Manchanda
- Reporting to: 04/06/2022
- Start Date: Employment Type: Work Full-time Flexible Remote
- Schedule: Job:
-

Compensation and Benefits

Annual Salary Package: **₹3,00,000.00**

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.

- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Ksolves until you have signed the necessary employment agreement and any other required documents. During the probationary period of 30 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment.

We look forward to your positive response and the opportunity to welcome you to Ksolves. If you have any questions or require further information, please feel free to contact Gourav Manchanda at cs@ksolves.com

Sincerely,



Gourav Manchanda's Signature

I , accept, and agree to the proposed terms of employment and request that the Employer prepares a formal contract of employment for execution.

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491663458 8acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear RAGHAV VISHWANATH

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents. We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear PREETIKA SINGH

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear PRABIN UPADHAYAYA

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear POOL MAYA TAMANG

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear NISCHITA C

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear NIKHIL N G

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear NARAYAN SHRESTHA

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear NAMAN KUMAR JHA

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=
032e43491634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear MOHAN YADAV

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear MICHAL THAPA,

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Protrainy

OFFER LETTER

Date:10th June, 2022

Dear MAMMADI DEVI PRIYA

We are pleased to offer you the position of Jr. Engineer (Trainee) at Protrainy at Bangalore location. You will be reporting directly to Supervisor at head office. We believe your skills and experience are an excellent match for our company.

The Gross salary for this position is **23,000/-** per month and standard deductions are applicable as per company terms & conditions.

Your employment with Noble Infra Management Services will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

Please confirm your acceptance of this offer by sending the confirmation mail to hr@protrainy.com along with KYC documents We are excited to have you join our team! lf you have any questions, please feel free to reach out at any time

Your Reporting Lead/ Supervisor is **Mr. Biswajit Shaw**.

We hope that your association with the Company will be successful and rewarding. If you have any questions, please contact do not hesitate to contact your department lead or the HR team.

With Regards,



Biswajit Shaw,
CEO

NANDA H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,(off Richmond road) Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131
Fax-080-22120641

Date:08/05/2022

Dear Sowjanya G,

We wish to inform you that you have been provisionally selected for the position of "Graduate Engineering Trainee" in our company. you will receive a monthly compensation (including Basic and allowances) of Rs. 21,500/- you are requested to report for joining at the below mentioned address on or before 06/06/2022 With the following documents @ 9.00 am.

- All Educational certificate Xerox copy- 5 Nos.
- Colour passport size photo -3 Nos.
- Colour stamp size photo -2 Nos.
- Ration card Xerox copy- 2 Nos.
- Xerox copy of Aadhaar Card (With original) -2 Nos.
- Saving Bank account passbook Xerox copy -2 Nos.

A formal appointment order will be issued to you at the time of joining. If you have any clarification, you are requested to contact

Mr. HR Department- Contact No

Best Wishes,
Form

General Manager (Human Resource)

COMPANY ADDRESS
Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,
(off Richmond road)
Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Sogo Computers Pvt Ltd #11/9, Hayes Road Cross,(off Richmond road) Richmond Town, Bangalore-25	SOGO

Date:08/05/2022

Dear Sunil Karki,

We wish to inform you that you have been provisionally selected for the position of "Graduate Engineering Trainee" in our company. you will receive a monthly compensation (including Basic and allowances) of Rs. 21,500/- you are requested to report for joining at the below mentioned address on or before 06/06/2022 With the following documents @ 9.00 am.

- All Educational certificate Xerox copy- 5 Nos.
- Colour passport size photo -3 Nos.
- Colour stamp size photo -2 Nos.
- Ration card Xerox copy- 2 Nos.
- Xerox copy of Aadhaar Card (With original) -2 Nos.
- Saving Bank account passbook Xerox copy -2 Nos.

A formal appointment order will be issued to you at the time of joining. If you have any clarification, you are requested to contact

Mr. HR Department- Contact No

Best Wishes,
Form

General Manager (Human Resource)

COMPANY ADDRESS
Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,
(off Richmond road)
Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Sogo Computers Pvt Ltd #11/9, Hayes Road Cross,(off Richmond road) Richmond Town, Bangalore-25	SOGO

Date:08/05/2022

Dear Suraj K C,

We wish to inform you that you have been provisionally selected for the position of "Graduate Engineering Trainee" in our company. you will receive a monthly compensation (including Basic and allowances) of Rs. 21,500/- you are requested to report for joining at the below mentioned address on or before 06/06/2022 With the following documents @ 9.00 am.

- All Educational certificate Xerox copy- 5 Nos.
- Colour passport size photo -3 Nos.
- Colour stamp size photo -2 Nos.
- Ration card Xerox copy- 2 Nos.
- Xerox copy of Aadhaar Card (With original) -2 Nos.
- Saving Bank account passbook Xerox copy -2 Nos.

A formal appointment order will be issued to you at the time of joining. If you have any clarification, you are requested to contact

Mr.

HR Department- Contact No

Best Wishes,
Form

General Manager (Human Resource)

COMPANY ADDRESS
Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,
(off Richmond road)
Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131

NANDA H S
A H S

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Sogo Computers Pvt Ltd #11/9, Hayes Road Cross,(off Richmond road) Richmond Town, Bangalore-25	SOGO

Date:08/05/2022

Dear Swarnima Shadilya,

We wish to inform you that you have been provisionally selected for the position of "Graduate Engineering Trainee" in our company. you will receive a monthly compensation (including Basic and allowances) of Rs. 21,500/- you are requested to report for joining at the below mentioned address on or before 06/06/2022 With the following documents @ 9.00 am.

- All Educational certificate Xerox copy- 5 Nos.
- Colour passport size photo -3 Nos.
- Colour stamp size photo -2 Nos.
- Ration card Xerox copy- 2 Nos.
- Xerox copy of Aadhaar Card (With original) -2 Nos.
- Saving Bank account passbook Xerox copy -2 Nos.

A formal appointment order will be issued to you at the time of joining. If you have any clarification, you are requested to contact

Mr. HR Department- Contact No

Best Wishes,
Form

General Manager (Human Resource)

COMPANY ADDRESS
Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,
(off Richmond road)
Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=932e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Sogo Computers Pvt Ltd #11/9, Hayes Road Cross,(off Richmond road) Richmond Town, Bangalore-25	SOGO

Date:08/05/2022

Dear Udayaraj S,

We wish to inform you that you have been provisionally selected for the position of "Graduate Engineering Trainee" in our company. you will receive a monthly compensation (including Basic and allowances) of Rs. 21,500/- you are requested to report for joining at the below mentioned address on or before 06/06/2022 With the following documents @ 9.00 am.

- All Educational certificate Xerox copy- 5 Nos.
- Colour passport size photo -3 Nos.
- Colour stamp size photo -2 Nos.
- Ration card Xerox copy- 2 Nos.
- Xerox copy of Aadhaar Card (With original) -2 Nos.
- Saving Bank account passbook Xerox copy -2 Nos.

A formal appointment order will be issued to you at the time of joining. If you have any clarification, you are requested to contact

Mr. HR Department- Contact No

Best Wishes,
Form

General Manager (Human Resource)

COMPANY ADDRESS
Sogo Computers Pvt Ltd
#11/9, Hayes Road Cross,
(off Richmond road)
Richmond Town, Bangalore-25
Ph No.-080-41430300 Ext .131

NANDA H S
C=IN, O=PERSONAL, T=5133, OID.2.5.4.65=032e43491634588acfc979e71ec0a44, Phone=0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra*
Automotive
Private Limited

 # 25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Amar Kulkarni

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
A H S
NANDA H S
CsIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra* Automotive Private Limited

25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Bharath N R

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
A H S
NANDA H S
CsIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra*
Automotive
Private Limited

 # 25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Bikesh Giri,

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
CIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ecfb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra*
Automotive
Private Limited

 # 25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Divya Raj Shrestha

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
A H S
NANDA H S
CsIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra* Automotive Private Limited

25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Jaishwar R

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
A H S
NANDA H S
CsIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bdc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'

Supra*
Automotive
Private Limited

 # 25, 26A(Part), KIADB Industrial Area, Doddaballapura
Bengaluru - 561 203, INDIA
E-Mail : info@suprajit.com Web: http://www.suprajit.com

Date: 15/06/2022

To,
Jaswanth V Gowda,

Sub: Employment Offer

This has reference to the various meetings you had with us. We are pleased to inform you that you have been selected as **"GET"** You will be reporting to **"Manager-Manufacturing.**

Your emoluments will be as discussed and agreed to by you. You have agreed to work with us for a minimum period of 3 years and based on the same this offer is made to you. Kindly submit all your original educational certificates for verification. Your emoluments will be as discussed and agreed during our meeting. A detailed appointment order confirming the emoluments and other terms will be issued to you at the time of your joining. Please bring the relieving letter from your present employer and the testimonials at the time of joining. You have agreed to join on or before **20th JUNE 2022.**

It is as discussed for the relocation you have agreed to relocate and stay in nearby.

Kindly arrange to sign the duplicate copy of this letter for having accepted the offer.

We welcome you to **"Suprajit Family".**

Thanking you,

For Supra' t Automotive Pvt Limited

Raja Hebbar

Sr. Dy Manager HR &Admin

NANDA H S
CIN, O=PERSONAL, T=5133, OID.2.5.4.65=
932e434916634588acfc979e71ec0a44, Phone=
0ab231d0738471de79945cc854ce848fd5ec
fb0ae5c8b2d20af9c3adbfda13f6, PostalCode=560064, S=Karnataka, SERIALNUMBER=
12d993c03016599e231789ff67d053610f08e
7837021dabb3480d430bddc06f38, CN=
NANDA H S
your signing reason here
your signing location here
2024.07.30 17:33:24+05'30'