



SOMA SUBHADRAMMA RAMANGOUD ARTS AND COMMERCE COLLEGE FOR WOMEN, RAICHUR



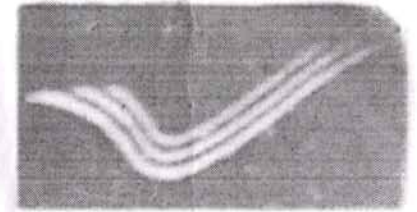
5.3.2: Average number of sports and cultural programs in which students of the Institution participated during last five years (organized by the institution/other institutions).

GOVERNMENT OF INDIA

DEPARTMENT OF POSTS

O/o Superintendent of Post Offices,

Raichur Division, RAICHUR - 584102 Phone : 08532-235030.



Name : ANNA POORNA
Designation : BPM
Empolyee ID : 50485366
Date of Birth : 20-04-2001
Phone No. : 7760952762
Name Of Office : Chincharki B.O

Employee Signature

Competent Authority Sign

Department of Posts, India

Office of the Superintendent of Post Offices, Raichur Division, Raichur-584102.

ORDER OF ENGAGEMENT

Memo No.RCR/BII/GDS BPM/ Lakkamdinni BO/21 dated at Raichur the: 31-08-2021

1. **Annapoorna** D/O Durugappa whose Date of Birth is 20-04-2001 and who belongs to **ST** category is hereby engaged as **BPM Lakkamdinni BO** a/w Sirwar SO under Raichur HO with effect from 06-07-2020 F/N in the TRCA scale of 12000-29380 **LEVEL 1**. He/she shall be paid such allowances as admissible from time to time.
2. **Annapoorna** D/O Durugappa should clearly understand that his/her engagement shall be governed by the Department of Posts, Gramin Dak Sevak (Conduct and Engagement) Rules, 2020 as amended from time to time.



(S Venkata Sai)

Superintendent of Post Offices
Raichur Division, RAICHUR-584102.

A copy of this memo is issued to:

1. The candidate
2. PF of the candidate
3. The ASP, Lingasugur sub dn, Lingasugur-584122
4. Postmaster Raichur HO-584101
5. The SPM, Sirwar SO-584129
6. Guard file.



Offer Cum Appointment Letter

01-Sep-2023

Ankitha .,

#16 AND 17, K NO 25/2, BERATANA AGRAHARA BANGALORE, 560100 Karnataka India

Mobile No: 9353221916

Dear Ankitha .,

With reference to your interview and online documentations submitted for seeking employment with our company. We are pleased to inform you that your candidature has been accepted basis representation made and documents submitted by you.

This offer cum appointment letter is being issued to you for appointing you on the post of **SR. EXECUTIVE** in Grade **GRADE-13** with the company. Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **05-Sep-2023** you will report at our Client site at following work location: :

ICICI BANK LTD (Bangalore)

Besides the terms and condition, which are stipulated herein in this letter, your appointment shall be subject to satisfactory results of verifications of representation made and documents submitted by you.

In case of your verification / reference checks are not up to the desired level, this letter shall be automatically stands withdrawn and even if you have joined duty, your services shall be discontinued with immediate effect without any compensation notice or salary in lieu thereof.

Further, if you fail to join on the date specified hereinabove, this letter shall be treated as withdrawn.

The following are the other terms and conditions of this offer cum appointment letter:

A. Commencement Term:

- i) Your appointment is effective from 05-Sep-2023
- ii) You will be on probation for a period of six months or any further extended period as may be decided by the Company based on your performance during the probation
- iii) On satisfactory completion of your probation you will be confirmed in the services of the Company in writing.

B. Remuneration:

Your total cost to the company will be Rs.236436 per annum as per detailed annexure to this letter.

Benefits:

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

C. Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the company.

IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by **i-Process Services (India) Private Limited**.

HR Policy: While you are in the service of the company, you will be governed and required to adhere the HR Policies of the company as amended from time to time.

Notice Period: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and without giving any notice.

During the probation period, if you decide to leave the Company's services, you will be required to give fifteen days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

In case you decide to leave the Company's services after confirmation, you will be required to give thirty days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

After confirmation in grade, your services would be liable to be terminated by the Company, by giving thirty days' notice or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

Transfer: The Company shall have the right to transfer you to any of its offices.

Retirement: Employees would retire on the last day of the month in which they complete 58 years of age.

Joining Competitor: In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any competing Company or Financial Services Company for a period of six months from the date of resignation/termination.

D. Termination of Employment: In addition to what has been mentioned in sub-clause (iii) of Clause- E of this letter, please note that your services with the Company are also liable to be terminated any time in the event of:

- i) Any breach of the conditions mentioned in this letter or for breach of any rules of the company that may be made applicable to you from time to time, on your part;
- ii) Any incorrect information furnished by you;
- iii) Suppression of any material information by you.

E. General:

i)The company, in its discretion, shall deploy/depute your services at the offices of its client at any of the locations in India.

ii)Your appointment and continuation in employment are subject to your being found medically fit by a Registered Medical Practitioner (discretionary) and reference checks (discretionary).

iii)You will be bound by the Rules and Regulations of the company.

iv)You will keep us informed of any change in your contact details (Mobile no. & E-Mail ID) and present, permanent or correspondence address.

If you are agreeable to the above-mentioned terms and conditions, please accept the same through your account on HRMS portal.

Yours sincerely,

For I-Process Services(India) Private Limited



Authorized Signatory

Annexure to Letter dated 01-Sep-2023

Name of Employee Ankitha .
Designation SR. EXECUTIVE
Grade GRADE-13
Location Bangalore

Pay Component	Monthly Amount	Annual Amount
CTC		
Gross Salary	16850	202200
Basic	10500	126000
HRA	500	6000
Supplementary Allowance	5100	61200
Medical Allowance	750	9000
Retiral Other Benefits	2853	34236
Employer PF	1800	21600
Employer ESI	548	6576
Gratuity	505	6060
Total CTC	19703	236436
Total CTC	19703	236436

For i-Process Services(India) Private Limited



Authorized Signatory



FORM XII

[Under rule 76 of the Contract Labour (Regulation and Abolition) Central Rules, 1971] Employment Card

A. Name Contractor : i-Process Services (India) Pvt. Ltd.
A1. LIN/PAN No. of the contractor : AABCI3838C
A2. Email Id of the contractor : contact@iprocess.in
A3. Mobile No. of the contractor: : 0124-4763433
B. Wage rate(with particulars of unit, in case of piecework : NA
C. Name of Principal Employer : ICICI BANK LTD
C1. LIN/PAN No. of the Principal employer : AAACI1195H
C2. Email Id of the Principal employer :
C3. Mobile No. of the Principal employer: :
D. Name of workmen : Ankitha .
D1. UAN/Aadhaar No :
D2. Mobile No : 9353221916
1. Serial number in the register of workmen employed :
2. Nature of Designation : SR. EXECUTIVE
3. Wages Rate : Rs. 236436 (per annum)
4. Date of commencement of employment : 05-Sep-2023

For i-Process Services(India) Private Limited

Authorized Signatory

Date : 01-Sep-2023

Employee Name : Ankitha .

Deputation of Services

Dear Ankitha .

This is with further reference to joining the services of the company with effect from 05-Sep-2023 in accordance with the Offer cum appointment letter accepted by you.

Your services will be deputed to our client's office at below address from your joining date until further instruction from us in writing.

**ICICI BANK LTD, ICICI Bank Ltd., Mytree Centre No 4/10 , Hosur Road , Bommanahalli , Bangalore - 560068
SOL ID-0583**

Accordingly, you are required to report at our above client work location / address.

During your period of deputation to the Client you shall:

- i) Abide by the norms and code of conduct as applicable at the Client workplace and ensure discipline and professional conduct at all times
- ii) Not to utilize or divulge to any person/ organization other than the Client, any information which you may possess by virtue of your association with our Client.
- iii) Continue to be governed by the rules & policies of the company as well as terms & conditions as mentioned in your Appointment letter dated 05-Sep-2023.

For i-Process Services(India) Private Limited



Authorized Signatory

Offer Cum Appointment Letter

01-Sep-2023

Ankitha .,

#16 AND 17, K NO 25/2, BERATANA AGRAHARA BANGALORE, 560100 Karnataka India

Mobile No: 9353221916

Dear Ankitha .,

With reference to your interview and online documentations submitted for seeking employment with our company. We are pleased to inform you that your candidature has been accepted basis representation made and documents submitted by you.

This offer cum appointment letter is being issued to you for appointing you on the post of **SR. EXECUTIVE** in Grade **GRADE-13** with the company. Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **05-Sep-2023** you will report at our Client site at following work location: :

ICICI BANK LTD (Bangalore)

Besides the terms and condition, which are stipulated herein in this letter, your appointment shall be subject to satisfactory results of verifications of representation made and documents submitted by you.

In case of your verification / reference checks are not up to the desired level, this letter shall be automatically stands withdrawn and even if you have joined duty, your services shall be discontinued with immediate effect without any compensation notice or salary in lieu thereof.

Further, if you fail to join on the date specified hereinabove, this letter shall be treated as withdrawn.

The following are the other terms and conditions of this offer cum appointment letter:

A. Commencement Term:

- i) Your appointment is effective from 05-Sep-2023
- ii) You will be on probation for a period of six months or any further extended period as may be decided by the Company based on your performance during the probation
- iii) On satisfactory completion of your probation you will be confirmed in the services of the Company in writing.



B. Remuneration:

Your total cost to the company will be Rs.236436 per annum as per detailed annexure to this letter.

Benefits:

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

C. Other Terms and Conditions of Service:

Professional Ethics & Confidentiality: While you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the company.

IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by **i-Process Services (India) Private Limited**.

HR Policy: While you are in the service of the company, you will be governed and required to adhere the HR Policies of the company as amended from time to time.

Notice Period: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and without giving any notice.

During the probation period, if you decide to leave the Company's services, you will be required to give fifteen days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

In case you decide to leave the Company's services after confirmation, you will be required to give thirty days' notice. The company in its sole discretion can decide to waive off / reduce the notice period depending upon the exigencies. In such case, you would be required to pay to company, basic salary for the notice period not served.

After confirmation in grade, your services would be liable to be terminated by the Company, by giving thirty days' notice or on payment of an amount equivalent to thirty days' Basic salary in lieu of the notice period.

Transfer: The Company shall have the right to transfer you to any of its offices.

Retirement: Employees would retire on the last day of the month in which they complete 58 years of age.

Joining Competitor: In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any competing Company or Financial Services Company for a period of six months from the date of resignation/termination.

D. Termination of Employment: In addition to what has been mentioned in sub-clause (iii) of Clause- E of this letter, please note that your services with the Company are also liable to be terminated any time in the event of:

- i) Any breach of the conditions mentioned in this letter or for breach of any rules of the company that may be made applicable to you from time to time, on your part;
- ii) Any incorrect information furnished by you;
- iii) Suppression of any material information by you.

E. General:

i)The company, in its discretion, shall deploy/depute your services at the offices of its client at any of the locations in India.

ii)Your appointment and continuation in employment are subject to your being found medically fit by a Registered Medical Practitioner (discretionary) and reference checks (discretionary).

iii)You will be bound by the Rules and Regulations of the company.

iv)You will keep us informed of any change in your contact details (Mobile no. & E-Mail ID) and present, permanent or correspondence address.

If you are agreeable to the above-mentioned terms and conditions, please accept the same through your account on HRMS portal.

Yours sincerely,

For i-Process Services(India) Private Limited



Authorized Signatory



Annexure to Letter dated 01-Sep-2023

Name of Employee Ankitha .
Designation SR. EXECUTIVE
Grade GRADE-13
Location Bangalore

Pay Component	Monthly Amount	Annual Amount
CTC		
Gross Salary	16850	202200
Basic	10500	126000
HRA	500	6000
Supplementary Allowance	5100	61200
Medical Allowance	750	9000
Retiral Other Benefits	2853	34236
Employer PF	1800	21600
Employer ESI	548	6576
Gratuity	505	6060
Total CTC	19703	236436
Total CTC	19703	236436

For i-Process Services(India) Private Limited

Authorized Signatory



FORM XII

[Under rule 76 of the Contract Labour (Regulation and Abolition) Central Rules, 1971] Employment Card

A. Name Contractor : i-Process Services (India) Pvt. Ltd.
A1. LIN/PAN No. of the contractor : AABCI3838C
A2. Email Id of the contractor : contact@iprocess.in
A3. Mobile No. of the contractor: : 0124-4763433
B. Wage rate(with particulars of unit, in case of piecework : NA
C. Name of Principal Employer : ICICI BANK LTD
C1. LIN/PAN No. of the Principal employer : AAACI1195H
C2. Email Id of the Principal employer :
C3. Mobile No. of the Principal employer: :
D. Name of workmen : Ankitha .
D1. UAN/Aadhaar No :
D2. Mobile No : 9353221916
1. Serial number in the register of workmen employed :
2. Nature of Designation : SR. EXECUTIVE
3. Wages Rate : Rs. 236436 (per annum)
4. Date of commencement of employment : 05-Sep-2023

For i-Process Services(India) Private Limited

Authorized Signatory



Date : 01-Sep-2023

Employee Name : Ankitha .

Deputation of Services

Dear Ankitha .

This is with further reference to joining the services of the company with effect from 05-Sep-2023 in accordance with the Offer cum appointment letter accepted by you.

Your services will be deputed to our client's office at below address from your joining date until further instruction from us in writing.

**ICICI BANK LTD, ICICI Bank Ltd., Mytree Centre No 4/10 , Hosur Road , Bommanahalli , Bangalore - 560068
SOL ID-0583**

Accordingly, you are required to report at our above client work location / address.

During your period of deputation to the Client you shall:

- i) Abide by the norms and code of conduct as applicable at the Client workplace and ensure discipline and professional conduct at all times
- ii) Not to utilize or divulge to any person/ organization other than the Client, any information which you may possess by virtue of your association with our Client.
- iii) Continue to be governed by the rules & policies of the company as well as terms & conditions as mentioned in your Appointment letter dated 05-Sep-2023.

For i-Process Services(India) Private Limited

Authorized Signatory

Employment Agreement

June 15th,2023

**Bhoomika Naresh Kumar
Bangalore**

Dear Bhoomika Naresh Kumar,

Congratulations! Welcome to Carelon Global Solutions ("**Carelon**").

The purpose of this employment agreement ("**Agreement**") is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Carelon.

1. Date of Commencement/ Job Title

- (a) Your employment with Carelon shall commence on **June 15th,2023** as **Associate PND**, based out of the work location **KA-Bengaluru, Bagmane Solarium City, Plot no 39 & 40, Doddanekundi Village, East Taluk**.
- (b) Carelon reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.
- (c) Carelon has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Carelon at any time.
- (d) The nature of your employment will be "at will" and no fixed period of employment in Carelon is applicable to you. You or Carelon may terminate your employment as per the provisions contained herein.
- (e) Your employment with Carelon is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Carelon is not satisfied with the results of the background check(s), Carelon will be entitled to terminate your employment forthwith.
- (f) Carelon may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Carelon as it may deem necessary solely at the discretion of Carelon and for such period of time that Carelon deems appropriate.

2. Full Time Employment:

- (a) You will be a full time employee of Carelon and you shall devote yourself exclusively to the business of Carelon. You will not engage yourself anywhere in any work, profession, trade, employment or commercial activity (other than normally acceptable personal investment activity), in any capacity either honorary or otherwise, whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, whilst in the services of Carelon.

Carelon Global Solutions India LLP

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- (b) You may not enter into any commitments or dealings on behalf of Carelon for which you have no express authority, nor alter or be a party to any alteration of any policy of Carelon or exceed the authority or discretion vested in you without the previous sanction of a duly authorized manager.

3. Standard Conditions of Employment

- (a) In addition to the terms of this Agreement, you shall abide by the standard terms of employment of Carelon as stated in the Employee Handbook or any other policies or procedures communicated to you by Carelon either orally or in writing ("**Standard Employment Terms**"). The Standard Employment Terms will be communicated to you from time to time or be accessible by you on Carelon's intranet, Pulse.
- (b) You acknowledge and agree you will be governed by the rules, policies, guidelines, codes and internal regulations (together Policies). The current policies are made available to you, however, Carelon reserves the right to modify, revise or replace its existing policies and you acknowledge that it's your responsibility to know and keep yourself updated on the policies from time to time.
- (c) The Standard Employment Terms will relate to various matters relating to your working with Carelon, including hours of work, holidays, leave, code of conduct, confidentiality policy, etc.
- (d) The Standard Employment Terms are deemed to include other policies of Carelon that may be created including the policy for prevention of sexual harassment at the workplace, internet and network use policy, intellectual property policy, etc.
- (e) The Standard Employment Terms may be changed by Carelon from time to time at the sole discretion of Carelon and such changed standard employment terms shall become applicable to you, upon receipt of notice of the same.

4. Representations

- (a) You hereby represent that all the contents of your resume, testimonials, references, application form, previous employment details and other information furnished by you are true and accurate.

If any of the above particulars are found at any time to be incorrect or misleading in any way, Carelon shall have the right to terminate your employment for misconduct, without the requirement of providing you any notice or compensation in lieu thereof.

5. Compensation

- (a) In consideration of your employment with Carelon, you shall be paid a monthly compensation as detailed under **Annexure-A** hereto. Such payment shall be subject to deduction of applicable taxes and other levies or contributions as per the law.
- (b) Monthly or periodic components of your remuneration will be paid to you in accordance with the regular payment schedule as decided and communicated by Carelon.
- (c) Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of Carelon except where required by Carelon policy.

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- (d) Carelon may at its sole discretion from time to time review your remuneration and any changes to the same will be notified to you in writing. Until Carelon notifies you of any such revision, the latest written communication to you giving details of your compensation shall apply. You agree that all such revisions shall be binding on you.

6. Statutory Benefits

- (a) You are eligible to receive applicable statutory and non statutory benefits as detailed in the Standard Employment Terms, including but not limited to provident fund and gratuity.

7. Work hours and Leave

At present, Carelon has a 5 day work week, from Monday through Friday. The standard working hours of Carelon is 9 hours inclusive of 1 hour break. Carelon's business may require an employee to work in shifts. You will be entitled to leave in accordance with the policies of Carelon.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by Carelon shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

8. Safe Custody of Carelon Material

- (a) You will be responsible for keeping safe and in good condition, all Carelon material entrusted to you, if any, including, but not limited to, cellular phone, laptop, car and other equipment ("**Carelon Property**").
- (b) In the event of any damage or loss to Carelon Property entrusted to you, you shall be liable for the same and Carelon reserves the right to deduct the cost of such articles from your compensation or take such other action that it may deem appropriate.

9. General Conduct

- (a) You shall abide by all employee related rules, regulations and policies as may be enforced from time to time, including the Standard Employment Terms. You shall follow guidelines as per Carelon's policy of business conduct, including but not limiting to:
- (i) All official procedure of Carelon, including all policies and procedures related to information security, cyber security and the protection and confidentiality of personal information.
 - (ii) Immediately inform your superiors of any risk known to you in relation to any acts detrimental to Carelon or its business.
 - (iii) Not accept any monetary/ non-monetary gift, reward, payment or benefit from any supplier or customer of Carelon.
 - (iv) Not make any offer or grant any payment or benefit, directly or indirectly, to any person or organization in exchange for obtaining any contract or orders for or on behalf of Carelon.
 - (v) Not hold any personal interest in any supplier or a competing business with any person.

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- (vi) Comply with the confidentiality covenants contained herein.
- (vii) Avoid any behavior or action which harms or may harm the integrity or interest of Carelon.
- (viii) In case of possession of Carelon-sensitive information, such information may only be used in the proper execution of your assignment and duties.
- (ix) Act independently, honestly and professionally with all business contacts.
- (x) Avoid conflict of interest, entangling personal and professional interests or any appearance of such entanglement.
- (xi) Not enter into private transactions with suppliers and other business contacts of Carelon (such as brokers) and not enter into transactions for and on behalf of Carelon of terms and conditions other than those used by Carelon in the normal course of business.
- (xii) Obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently.

You acknowledge that non-compliance with the Standard Employment Terms may result in disciplinary action against you, including, where Carelon considers necessary under the circumstances, termination of your employment.

- (b) During the period that you are employed by Carelon, you shall not, on behalf of Carelon or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Carelon approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to Carelon.
- (c) The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.
- (d) It is clarified that you shall not pay any "speed money" or "facilitation payment" in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.
- (e) During the period that you are employed by Carelon, you shall not, on behalf of Carelon or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to Carelon.
- (f) During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of Carelon with any relative or entity controlled or owned by a relative; (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the benefit of some other person, entity or organization; or (c) claim any compensation/reimbursement or pay any amount on behalf of Carelon for a purpose other than the purpose for which such amount is actually payable.

Carelon Global Solutions India LLP

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10. Special Requirements

- (a) You acknowledge that in relation to your employment with Carelon, you shall conform to such additional practices, policies, terms and conditions etc., as may be required by Carelon.
- (b) Such practices may include:
 - (i) A requirement to obtain end use statements from customers of products or services of Carelon;
 - (ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by Carelon;
 - (iii) Special requirements prescribed by customers of Carelon, including relating to standards for the protection of confidential information.

11. Training Agreement

In the event that the company deputed you for an in-house or external training program or sponsors you for higher education, you are required to sign an agreement with the company, undertaking not to leave the service of the company for a specific period, which shall be based on the nature and duration of the training or education as the case may be. In case you terminate your employment with Carelon or terminated for cause by Carelon prior to the completion of training period, you shall pay back the expenses incurred by Carelon specified in the training agreement.

12. Confidentiality and Intellectual Property Protection

- (a) You agree to keep confidential and not to disclose or to make use of, and shall use best efforts to safeguard any information of Carelon, including its clients, members, providers, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.
- (b) Any intellectual property developed by you during your employment with Carelon, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as "works for hire" under applicable intellectual property laws and shall be the exclusive property of Carelon. You hereby assign all rights in relation to such intellectual property to Carelon on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to Carelon.
- (c) To more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you will be required to execute other documents by Carelon (including, but not limited to, an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

13. Privacy

- (a) You will be providing to Carelon certain information about yourself and your family, including personal information and sensitive personal data or information ("**Personal Information**"). You hereby agree that

Carelon Global Solutions India LLP

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Carelon may use and retain your Personal Information for a lawful purpose and to the extent deemed necessary by Carelon in relation to your employment with Carelon and for ancillary purposes.

- (b) You hereby also agree that Carelon may transfer or disclose such Personal Information to such other agencies Carelon may consider necessary, whether affiliates or otherwise and whether in India or otherwise. Carelon may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.
- (c) Carelon shall use reasonable security practices and procedures to safeguard your Personal Information. Notwithstanding anything contained herein, "Reasonable security practices and procedures" under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that Carelon shall implement and which may, in Carelon's discretion, be intimated to you from time to time and you hereby agree to the same.

14. Non Solicitation / Non-Compete

- (a) You shall not directly or indirectly, or through any other party, solicit, induce, or offer employment to any persons who are employees of Carelon or its affiliates for a period of 1 (one) year after the date of termination of your employment with Carelon, or otherwise take any action detrimental to the relationships between Carelon, its affiliates and/or their respective employees.
- (b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of Carelon

15. Indemnity

You will fully and effectively indemnify Carelon against all losses, damages and expenses incurred due to any breach of the terms herein, or any fraud, misconduct or negligence on your part in the course of your employment with Carelon.

16. Retirement

The retirement age for all employees is 60 years of age.

17. Termination

- (a) If you wish to terminate your employment, you may do so by providing a prior notice of three (3) months to Carelon in writing. In the event you request to be relieved from services with Carelon at an earlier date, Carelon may relieve you earlier solely at its discretion.
- (b) The Company may at any time terminate your employment:
 - By giving you prior written notice of at least 3 months or paying you amount equivalent to the proportionate fixed salary for any shortfall in the notice period. Fixed salary means the total gross monthly salary as shown on your latest salary slip provided by Carelon to you (including taxable reimbursements) but excluding amounts payable on retirement, your committed or discretionary bonus and any reimbursements.

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- With immediate effect, without any prior notice or compensation by a written communication to you:
 - A. In the event of your misconduct/prohibited conduct and/or any act which constitutes an offence involving moral turpitude;
 - B. You are (or Carelon acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment;
 - C. In the event you are working remotely, and you are not physically present at the address provided by you during the on-boarding process with Carelon and not being able to receive Carelon company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Carelon to you.
 - D. You have not completed related induction processes, which may have been conducted remotely by Carelon at its discretion.
 - E. Carelon acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violation of any Standard Employment Terms or have been grossly negligent or reckless in your conduct);
 - F. Carelon at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or Carelon following the conduct of background or reference checks or otherwise receives information or becomes aware of information concerning you with Carelon, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
 - With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice.
- (c) You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable.
- (d) You shall at the time of leaving the employment of Carelon, deliver back to Carelon any and all Carelon Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential or proprietary information, including but not limited to PHI ("PHI" shall have the same meaning as the term "Protected Health Information" in 45 C.F.R. § 160.103.) and PII (Personally Identifiable Information) or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with Carelon or otherwise in the possession of Carelon.
- (e) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than Carelon, any of the aforementioned items.'

18. Dispute Resolution

- (a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a

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single arbitrator to be selected by you out of a list of three arbitrators provided by Carelon. The arbitration proceedings shall take place at **Bangalore** India and shall be conducted in English.

- (b) You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that Carelon shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

19. Miscellaneous Provisions

- (a) Notices – Any notice to be given to you by Carelon shall be given by email at your Carelon email address. Any notice to be given by you to Carelon shall be in such manner as may be directed by Carelon from time to time. In the event you are not frequenting office and/or not accessing your Carelon email, Carelon shall be entitled to send you notice by courier or registered post acknowledgment due at your address as intimated by you to Carelon.
- (b) Change Of Address - You will promptly inform Carelon in writing of any change in your residential address or contact details.
- (c) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.
- (d) Waiver- No inaction, act or omission by Carelon shall be considered as a waiver by Carelon of any of its rights herein unless specifically waived by Carelon in writing.
- (e) Invalid Provision – If any of the terms of employment are found to be invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

For Carelon Global Solutions



Kameshwari Danturti
Associate Director – HR Ops.
Date: June 15th,2023

I **Bhoomika Naresh Kumar** have read, understood and accepted the terms and conditions set out above.

Bhoomika Naresh Kumar
Date: June 15th,2023

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Annexure – A

Break-up of Salary

Associate Name: Bhoomika Naresh Kumar			
Designation: Associate PND			
	Component	Per Annum (INR)	Per Month (INR)
Fixed Pay	Basic Salary	198000	16500
	HRA	78540	6545
	LTA	0	0
	Special Allowance	0	0
Retirals	Employer's contribution to PF	23760	1980
	ESI	0	0
	Gross Pay	300300	25025
AIP	Target Variable pay	0	
	Total Cost	300300	25025

Note:

Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable. As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment which will be over and above your CTC.

Transport deduction is applicable only for associates working in general shifts

Shift Allowance payable based on the shift timing (except general shift)

Medical Insurance cover will be provided as per company policy

Personal accident and Term Life Insurance Insurance cover will be provided as per company policy

Employee State Insurance (ESI) deduction applicable as per ESI Act 1948

Bhoomika Naresh Kumar

Signature

June 15th,2023

Carelon Global Solutions India LLP

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ArisUniterm RE Solutions Private Limited

01st Feb 2024

Subject: Offer of Employment

Dear Ms. Muthyala Shwetha,

On behalf of ArisUniterm RE Solutions Private Limited (the "Company"), We are very pleased to issue this offer letter for the position of "Pre Sales Executive". This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the Company.

Salary

Your salary will be Rs 3,48,000 per annum (Three lakh forty eight thousand per annum), payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Your Joining date will be "04-02-2024".

Probation

You will be subject to a probationary period of 6 (Six) months during which you will be assessed on your ability to perform your duties to the Company's required standards. The Company may at its discretion extend the probationary period, in writing. During the probationary period, either you or the Company may terminate the employment by giving the other party 60 days' notice or at the discretion of the Company, payment of salary in lieu of notice.

Notice Period and Termination

Your continued employment is at the sole discretion of the Company. Either you or the Company may terminate your employment relationship with the Company upon 3 month's written notice (the "Notice Period"). The Company may also, at its option, terminate your employment at any time by providing you with salary in lieu of notice which shall be in proportion to the balance of the Notice Period.



Annexure

TERMS OF COMPENSATION

DETAILS	Annual	Monthly
Basic Salary	1,39,200	11,600
House Rent Allowance	55,680	4,640
Conveyance	27,840	2,320
LTA	69,600	5,800
Telephone Reimbursement	13,920	1,160
Special Allowances	20,160	1,680
Employer contribution - PF	21,600	1,800
Total Fixed - (LPA)	3,48,000	29,000

1. Annual CTC: Rs 3,48,000/-
2. Variable: As per Company's Policy

Yours sincerely,

Yasha Saraf

Designation: Co Founder

ArisUniter RE Solutions Private Limited

I acknowledge that I have been provided with a copy of this letter for review prior to signing it, and understand the terms and conditions set forth herein. I accept the offer outlined above.

Muthyala Shwetha



ANNEXURE – E

24-7 Intouch Total Reward Statement

Name	:	Vinitha O .
Band	:	S
Sub Band	:	S - 1
Department	:	NA

We are pleased to provide you with the below 24-7 Intouch Total Rewards Statement for the fiscal period 2022-23. In addition to the compensation you receive 24-7 Intouch provides you with a competitive benefits package.

A. Gross Salary	P.A (INR)	P.M (INR)
<i>Basic</i>	188830	15736
<i>HRA</i>	75532	6294
<i>Medical</i>	15000	1250
<i>Adv. Statutory Bonus</i>	37766	3147
<i>Conveyance Allowance</i>	0	0
<i>Customer Engagement Allowance</i>	37872	3156
Sub Total A. Gross Salary	355000	29583
B. Social Security Benefits		
<i>PF Employer</i>	22660	1888
<i>ESIC Employer</i>	0	0
<i>Gratuity</i>	9102	759
Sub Total B. Total Contributions Social Security	31762	2647
Total Cost to Company (INR) (A+B) (Rounded off)	386762	32230

Note: Below are statutory Employee Contributions:

- Employee contribution of 12% on Basic Salary towards Provident Fund (PF) monthly.
- ESIC contribution of 0.75% of Gross Salary per month wherever applicable

DOJ

Candidate Signature

<p>COMPENSATION SCHEME</p>	<p>are covered under this scheme</p> <p>Exclusion: Inactive employees i.e. Employees separated from the organization are exempt and not covered</p>	<p>amount towards Workmen Compensation Scheme.</p> <p>Insurance Company: Tata AIG Insurance</p> <ul style="list-style-type: none"> • No of Members covered: Only Self • Coverage: Accidental coverage while on duty as per the definition of the Act
<p>STATUTORY SOCIAL SECURITY BENEFITS</p>	<p>Social Security Benefits coverage</p>	<ul style="list-style-type: none"> • Provident Fund: It is a contributory scheme, where employer contribution is 12% of the basic salary and same will be contributed by the employee month on month • Gratuity: Would be paid as per Gratuity Act to employees on resignation, superannuation, retirement, and demise upon the completion of 5 continuous years of service from the date of joining. • ESI: Employee(s) with monthly salary less than INR 21,000 qualifies for ESI where Employee contribution is @ 0.75% and Employer is @ 3.25% of the Gross Salary
<p>EMPLOYEE WELLBEING PROGRAMS</p>	<p>Applicable to all employees</p>	<ul style="list-style-type: none"> • Employee Assistance Program (AAP): Counseling services to ensure emotional wellbeing of the employee • Employee Health Care Program (AHCP): To assist and educate employees on health-related challenges • Vaccination Program: Specific Immunization against seasonal diseases on an annual basis. Employee(s) participating in the scheme have to contribute 100% toward the cost of vaccination program
<p>LEAVE</p>	<p>Covers Active Employees</p>	<ul style="list-style-type: none"> • Earned Leave: 24 working days per annum • Maternity Leave: Maximum of 26 weeks, in accordance with the provisions of the Maternity Benefit Act 1961. • Paternity Leave: 3 working days paid Paternity Leave • Bereavement Leave: 3 working days paid leave

DOJ

Candidate Signature



Técnicas Reunidas Engineers India Private Limited

#133/1, The Residency
3rd Floor, Residency Road,
Bangalore-560 025,
Karnataka, INDIA
Tel. (91) 80 4643 2666

OFFER LETTER

January, 09, 2024

Dear J V KAVITHA,

Subsequent to the discussions we had with you, we are pleased to offer you the position of **TRAINEE DOCUMENT CONTROLLER** in Tecnicas Reunidas Engineers India Private Limited.

The Employee workplace will be in **BANGALORE, India**. Employee services can be also utilized anywhere in India or abroad, as the Employer desires from time to time. The Employee may be deputed to work with any of the associates / customers of the Employer or any other organization where the Employer has its business interests. The Employee will be governed by the rules/regulations applicable to the work place you are assigned to

You will be on direct rolls of the Company in a permanent position. You will serve a **probation period of 12 months**. Your annual compensation package will be **400,000 INR per annum**. Remuneration details attached (**Annexure 1**).

Detailed letter of contract with all other terms and conditions will be issued separately.

Kindly sign & return a copy of the offer letter as a token of your acceptance. Your date of joining shall be **29-Jan-24**.

We welcome you on board.

Yours faithfully,

For Tecnicas Reunidas Engineers India Private Limited

Jorge Barreno López
HR MANAGER

I hereby accept this offer

Date:

Signature:



Técnicas Reunidas Engineers India Private Limited

#133/1, The Residency
3rd Floor, Residency Road,
Bangalore-560 025,
Karnataka, INDIA
Tel. (91) 80 4643 2666

Employees with less than 3 months of seniority by 31st March every year are not eligible neither to appraisal nor to annual variable pay.

The offer is contingent on background verification, referral checks and salary verification.

Candidate is informed and expressly authorizes the verification of previous employment, references and conduct.

IMPORTANT: The offer letter is valid for a period of **24 hours** since the date of issuance. After that period the offer without being signed and sent back by the candidate it will be elapsed. Additional, the offer letter will also be elapsed if you fail to send us copy of your resignation letter acknowledged by your current employer in a **period of 2 working days**.

You hereby consent to Técnicas Reunidas Engineers India Private Limited and its affiliates (collectively the "Company"), collecting and processing information and data including without limitation personal information for the purpose of considering your application for employment with the Company.

You hereby covenant that the information and data being offered by you to the Company is true and correct and nothing contained therein is false, fabricated, misleading, concocted, or deceptive in any manner whatsoever. By responding to this email, you further hereby consent to the Company processing such information and sharing such information with third parties for the purposes of (i) processing your application and provide job opportunities (ii) conducting background checks and provide candidate reference, (iii) maintaining records in relation your application and (iv) compliance with applicable laws. You further undertake that you shall lend your full cooperation to any agency/third party engaged by the Company to verify the background information as furnished to us and shall not obstruct or hamper in any manner whatsoever the above referred agency / third party in the performance of its duties.

You further hereby consent to the Company sharing all data with its subsidiaries in India and abroad. Your data may be shared within our corporate group or to third parties located in third countries that have different standards of data protection.

You expressly consent to collection, processing and sharing of your data as specified herein above.



Bandhan Bank Limited
Head Office: Floor 12-14, Adarsh Intelligence, B-13, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC2044231 | Phone: +91 33 6699 0009, 4045 6456 | Fax: +91 33 6609 0302
Email: info@bandhanbank.com | Website: www.bandhanbank.com

PRIVATE AND CONFIDENTIAL

Ref. No.: /BBL/HR/REC/51975/23-2024

Date: 10-Jan-2024

Ms. Indrja .
Raichur, Karnataka- 584102

LETTER OF APPOINTMENT

Dear Ms. ..

With reference to your application and subsequent discussions with us, we are pleased to offer you employment with Bandhan Bank in the position of **Branch Sales Executive** for **2582-Machnoor Square, Raichur Branch at Mysuru Cluster** at **Sr. Officer** grade.

You shall be required to join the Bank on or before **29-Jan-2024**.

The detailed terms and conditions of your employment are outlined in **Annexure I ("Terms of Employment")** and compensation details are mentioned in **Annexure II ("Compensation Details")**. You will also be governed by the policies, rules and regulations of the Company as may be modified from time to time.

Accordingly, please sign and return a copy of this letter of employment and the employee statement attached herewith indicating your formal acceptance of your employment with the Company on the terms contained herein. Please initial each page of this letter. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between the Company and you and the terms and conditions of this letter of employment shall govern your employment with the Company.

Kindly note that in case we do not receive your formal acceptance on or before **03-Jan-2024**, this letter of employment shall automatically be rescinded.

Yours sincerely,

For Bandhan Bank Limited,

Shivesh Kumar Singh
Head-Business HR Partner General Banking

ANNEXURE II – Compensation Details
Confidential
Candidate Name: Indraja
Grade: Sr. Officer
Position Name: Branch Sales Executive
Location: 2582-Machnoor Square, Raichur
Branch - Tier 3

Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic Salary	₹ 5,775	₹ 69,300
HRA	₹ 2,888	₹ 34,656
Special Allowance	₹ 3,237	₹ 38,844
Medical Allowance	₹ 1,250	₹ 15,000
Conveyance Allowance	₹ 1,600	₹ 19,200
Statutory Bonus	₹ 1,400	₹ 16,800
Mobile Bill Reimbursement	₹ 150	₹ 1,800
Child Education Allowance	₹ 200	₹ 2,400
Gross Salary	₹ 16,500	₹ 1,98,000
Benefits		
PF (Employer Contribution)	₹ 1,465	₹ 17,580
Gratuity #	₹ 278	₹ 3,336
Insurance Valuation - Mediclaim, Term Life and Accidental Benefit	₹ 782	₹ 9,384
Cost to Company(CTC)	₹ 19,025	₹ 2,28,300

* In addition to Fixed Pay - 'Location Premium' (LP) would be paid on the basis of 'tiering of the branch'.

Note:

- Tiering has been decided by the bank and 'Location Tiering' amount as applicable, is mentioned below:

Classification of Branch	Monthly Location Premium (in)	Annual Location Premium (in INR)
Premium	3500	42000
Tier - 1	2500	30000
Tier - 2	1000	12000

Date: 04 September 2023

To,
Ms. Pallavi Gaikwad
Address: 4-3-180/21 Near Ashok depo,
Mangalwarpet Raichur-584101
State: Karnataka
Contact: 9353011404

OFFER LETTER FOR EMPLOYMENT

Dear Pallavi Gaikwad,

This is with reference to your application and subsequent interview held at our office. We are pleased to offer you employment in our organization as a **Data Processing Analyst**. However, in the future based on the business requirements, the position may be transferrable to any other location of the company.

The salary offered to you will be monthly Rs. 14,500/-. The terms of your employment entitle a 90-day probationary period from your start date. The other terms and conditions of employment will follow in your Employment Agreement. As discussed, your joining date will be **04-September-2023** and You shall report at our Office on the said date and Standard shift time assigned to you, i.e. **06:00 AM to 03:00 PM**

It is understood that such terms and conditions of employment will be binding on you and you will comply with the rules, regulations, and code of conduct applicable to the employees of the Company.

IndiVillage is a social enterprise that delivers data, content, and research services to clients worldwide. We stand out for our efficient, secure, and quality services. Companies choose IndiVillage for our expertise, client services, and social responsibility. At IndiVillage we leverage Impact Sourcing to provide employment and economic opportunity to rural India. By connecting rural communities to internet-based jobs, we help both businesses and people reach their full potential.

IndiVillage is at an exciting stage of its development and your expertise will help bring to IndiVillage, a breadth of experience and talent. Working for IndiVillage Tech Solutions LLP, means exposure to world-class practices, the opportunity to learn at each level, and a sense of work-life satisfaction.

We look forward to having you on our team and welcome you to the IndiVillage family and are confident that your period of association with us will be long and pleasant and of mutual benefit. Kindly confirm your acceptance of this offer in writing.

We welcome you to the IndiVillage family and wish you a rewarding career ahead. Please feel free to get in touch with Ms./ Mr. Pratibha from the HR team at any time for any further information.

With Best Regards,

For IndiVillage Tech Solutions LLP

Authorized Signatory: _____

Name: Mohammed Areef.K

Designation: Production-Manager

1-9-135, Lake View Tower, Tank Bund Road, Raichur,
www.machanigroup.com

OFAP/193/04/2023

Date: 10/04/2023

Meenakshi G

Address: Plot No 19, St. Joseph School, Ravindra Nagar Colony, Habsiguda, Hyderabad - 500013

Re.: Appointment Letter

Dear **Meenakshi**,

We refer to your application and subsequent interview you had with us. We are pleased to extend to your employment with Infix Services Private Limited (the "Company")

Your background investigation of educational & professional achievements and employment history is still in process and that your appointment is conditional upon our receiving a positive investigation report. Your appointment is also conditional upon you being found medically fit by an authorized medical practitioner.

The following are the broad terms and conditions of your employment:

- **Position.** Your position will be **Trainee**. This is not a job description, and your position may be changed by the Company from time to time. The Company may transfer you to another department.
- **Reporting Responsibilities.** You will report to **Matharao Parasa**, or another person notified to you by the Company from time to time.
- **Date of Joining and Timings.** Your first day of employment with the Company will be on or before **10th April 2023**. You are required to observe the office timings applicable to the location where you are posted.
- **Probationary Period.** You shall be on probation for a period of 6 months from the Date of Joining. The period of probation may be extended by the Company, as it may deem fit. You will be confirmed in the services of the Company, on satisfactory completion of the probationary period, by the Company duly intimating you in writing of such completion of the probationary period. Unless a confirmatory order in writing is issued, you will be deemed to have been on the extended period of probation. During probation / extended period of probation, if you intend to resign, you shall give to the Company notice of **1** months or pay fine in lieu thereof, however the Company can terminate your services during such period without any notice or payment in lieu thereof.
- **Work Location.** You will be posted at the Company's office in **Hyderabad**. The Company may, at its sole discretion, transfer you to any other location of the Company in India or overseas or depute your services to any affiliate / group company.
- **Compensation.** Your all-inclusive Annual Compensation, inclusive of the applicable statutory benefits, shall be **1,84,797.00/-** annually, herein after called as "CTC" (Cost to the Company) and is payable in accordance with the Company's payroll schedule. This compensation will be subject to adjustments pursuant to the Company's compensation policies in effect from time to time, deduction of amounts due by you to the Company on any account whatsoever and is subject to Tax Deducted at Source as per applicable rates. Detailed compensation breakup is enclosed as "Annexure - A".
- **Joining Bonus.** You shall be eligible to receive a joining bonus of Rs.0/- for joining the Company. The Joining Bonus shall be payable in two instalments. Rs.0/- shall be due upon commencing employment with the Company, and will be paid along with your first payroll schedule. The remaining Rs. 0/- will be due on your one year anniversary and will be paid along with your payroll schedule following such anniversary. In the event that you resign, or the Company terminates your employment within one year of your joining, you shall be liable to refund to the Company the Joining Bonus paid to you by the Company.
- **Work Performance.** The Company will expect you to work with a high standard of initiative and productivity. In view of your position, you are expected to perform efficiently to ensure quality results which sometime may require extra hours of effort. In addition, you may be required to work in shifts, including night shifts, depending upon the organizational needs.



Letter of Selection - Sagility Health Blr



Inbox



Raghuraj B R 1:09 AM

to Raghuraj ▾



Dear Candidate,

Congratulations on your selection at Sagility Health! We are delighted to offer you the position of Trainee Process Consultant in one of our Healthcare process. Your initial job location will be Bangalore and Your date of documentation will be on 21st March 2024 at the below address:

Sagility Health : Block 14, Ground Floor, Pritech Park, Eco Space, Bellender, Bangalore -560103.

Time : 10-00 am

Contact Person : Raghuraj BR (9886544944)

Documents for the process :

SSLC Marks cards
PUC Marks cards
All the Sem Degree original marksheets or marksheets with seal and signoff from principle
If PDC
PAN Card
Aadhar Card
Resume
Passport Size photo (3 nos)

machani

Dear Amisha Raj

Congratulations from IndiVillage!

We are thrilled to welcome you to IndiVillage! As you embark on this exciting journey with us, we want to extend our warmest greetings and ensure that your onboarding experience is seamless and enriching.

Your First Day:

Orientation Session: Your first day will begin with an orientation session where you'll get acquainted with our company culture, values, and the dynamic team you'll be working with.

Meet & Greet: You'll have the opportunity to meet your colleagues and key members of our leadership team. We encourage you to ask questions, share your insights, and start building meaningful connections from day one.

Onboarding Resources:

Induction Kit: Your induction kit has vital company info and resources for effective role navigation.

Training Programs: We offer specialized training to help you excel. Our team will guide your smooth transition.

Culture & Community: At IndiVillage, we value teamwork, innovation, and continuous learning. Your contributions are key to our collective success and making a positive impact in our organization and communities.

Stay Connected:

Team Communication: We use diverse platforms for easy collaboration. You'll get access details to connect and collaborate.

Feedback & Support: We value your feedback and encourage open communication for shared success.

Once again, welcome to the IndiVillage family! We are excited to have you on board and look forward to achieving new milestones together.

Warm regards,

HR Team

IndiVillage Company

Powered By : Darwinbox





IndiVillage Tech Solutions LLP
 Reg Ad: No.04, Bommasandra Industrial Area
 Attibele Hobli Anekal Taluk, Bangalore - 560099
 Phone: 9490130793
 Email: helpdesk@machanigroup.com

Private & Confidential

Remuneration & Benefits

Salary Breakup	Amount (Rs.) p.a	Amount (Rs.) p.m
Basic Pay	87000	7250
HRA	0	0
Children Education Allowance	2400	200
Conveyance Allowance	9600	800
Medical Allowance	0	0
Entertainment Allowance	0	0
Special allowances	75000	6250
Total Gross Pay	174000	14500

Note: The gross monthly pay excludes statutory benefits of the Employer contribution as per company policy, and Cost to Company (CTC) is the total cost of an employee to the company, including basic pay, reimbursements, various allowances, gratuity, annual bonus, etc. It refers to the total salary package of an employee.

Warm Regards,
 IndiVillage Tech Solutions LLP
Prathibha Gonda
 Authorized Signatory

STATEMENT OF ACCEPTANCE

I have accepted this letter and express my understanding of its content.

Place: Raichur

Saiamisha
 Signature of Employee

**Welcome To Aasma Careers
Family | Selected As Talent
Acquisition Intern** Inbox



Aasma Careers Yesterday
to Aasma, bcc: me



**Hi Dear Candidate,
Welcome to Aasma careers....!!**

Based on an interview with us, we are pleased to inform you that you are selected as "Talent Acquisition Intern" with Aasma careers. You'll have an Internship period of 2 months. This is an unpaid Internship, but you can earn Incentives on selections and Joinings.

If you perform well during these 2 months, you could get converted to a full-time position with a package of upto 3 LPA.

Your Date Of Joining Is 18 April 2024 (Thursday). Induction Time :- 10:00 AM

We congratulate you and wish you a long and successful career with us. We are confident that your contribution will take us further in achieving our goals. We assure you of our support for your professional development and growth.

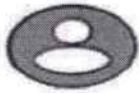
Request you to give the "Acceptance" over the same mail within the next 24 hours. Reply on this email is mandatory.

After Acceptance, Join Our Official Whatsapp Group :- <https://chat.whatsapp.com/Bjvtu6xoXYQ3h8Hq2xreCZ>

Regards,

Team Aasma Careers

Offer Letter **Inbox**



Sharoon, Mary Yesterday
to me, Pasha ✓



This message was sent securely using Zix®

Dear Rakshitha ,

Greetings from FNF India Private Limited!

It gives me great pleasure to invite you to join the fidelity family. Please find attach offer of employment. We are glad to confirm your selection against the discussed role, subject to veracity of the information provided by you in your profile and during our discussions.

Kindly connect back to us if you need more information.

Thanks & Regards,

Sharoon

Human Resources

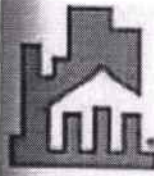
FNF India Pvt Ltd

SEZ, Block B1, 4th Floor, Brigade Tech Garden



Scanned with
CamScanner

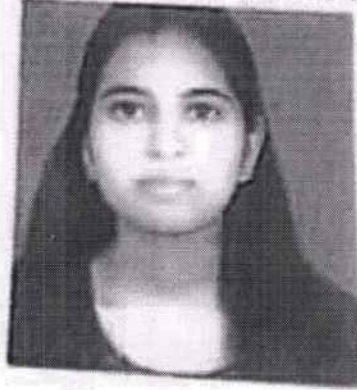
Deekfield, Kundalahalli



#2187

FIDELITY
NATIONAL FINANCIAL

TEMPORARY ID CARD



Name : RAKSHITA

Employee ID : 6147359

Issue Date : 02-05-2024

Valid Till Date : 01-08-2024



Call for IT feasibility test

Inbox



Priyanka John 3/15/2022

to Alina, Mohammed, Manipr... ▾



Dear Candidate,

Congratulations!!

We are glad to inform you that You have successfully cleared the HR and Tech round of interview with us and you are shortlisted for the IT feasibility test where in our IT team will check your laptop/system configuration to suit our requirements hence you are requested to be available on monday with Laptop/system and necessary accessories,our IT Team member will call you and do the system/laptop configuration check to match our requirements.

You are requested to download any desk application in your system/laptop and keep it ready for IT test.

Click on the link below to download anydesk application.
[Anydesk application download](#)

Please feel free to reach out to us on the below number in case of any query.

Thanks and regards
HR team.
085322-28222



Syedzaadey ST 3/15/2022

Good evening, Thank you .



IndiVillage

Tech Solutions LLP



SAYEDA MOHAMMADI TARANNANUM
ID NO: 32209004



ENABLE EARN EMPOWER



Authorised Signatory




ವೇವಾ ದೃಢೀಕರಣ ಪತ್ರ

ಕು|| ಖಜಾನೆ ನೋಂದಣಿ ಆಂಡೆ ಕಡೂರವಾಳ್ಳಿ ಇವರು ಸರ್ಕಾರಿ ಲಡೂ ಕೆರಿಯ ಶ್ರಾಧವಾಕ ಶಾಲೆ ದಾರಲದಿನ್ನಿ ಅ||ಪ|| ರಾಯ - ಕೂರು ಡೈನೋ.ನಂ :- 29060703802 ಈ ಶಾಲೆಯಲ್ಲಿ ದಿನಾಂಕ 04.09.2023 ರಿಂದ 30.03.2024 ರ ವರೆಗೆ ಲಡೂ ಖಾನ್ಯೆಯ ಲಿಆಡಿ ಕೆಕೆಯರಾದಿ ಸೇವೆಯನ್ನು ಸಲ್ಪುರುತ್ತಾರೆಂದು ಈ ಮೂಲಕ ದೃಢೀಕರಿಸುತ್ತೇವೆ.

ದಿನಾಂಕ :- 04.04.2024

ಸ್ಥಳ :- ದಾರಲದಿನ್ನಿ


ಪ್ರಧಾನಿ ಕೆರಿಯ ಲಡೂ ಖಾನ್ಯೆಯ
ಸರ್ಕಾರಿ ಕೆರಿಯ ಲಡೂ ಖಾನ್ಯೆಯ ದಾರ
ದಾರಲದಿನ್ನಿ, ಕಾಜಿ, ರಾಯಚೂರು.

Experience certificate

This is to certified that **Miss Sameena Begum D/o Md Ismail Raichur** .

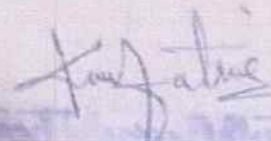
Her Qualification is **B.A**

She has been working in this school since **16/3/22 TO 16/3/24** as a Primary Teacher .

She has two years of teaching experience

During the service in this school her work and conduct remained good.

We wish for her bright future.


Principal
RAICHUR

Date 18/04/24

principle

Reliance SMSL Limited

Ref No: HR/MAY/22/TA/60452101/1001207721

Date: 06.05.2022

Soumya Soumya

Dear Soumya Soumya,

This has reference to your application and the interview you had with us.

We are pleased to offer you the engagement as an **Digital Expert** in the trade of **Retail Assistant** in terms of provisions of the Apprenticeship Act, 1961 and rules thereunder.

As discussed, this offer will be subject to following terms and conditions:

1. You shall be paid a consolidated stipend of **162324.00/- p.a. (ONE LAKH SIXTY TWO THOUSAND THREE HUNDRED TWENTY FOUR Rupees)**. The payment of stipend is linked to actual attendance during the month and payable on proportionate basis, in case of absence.
2. You are required to execute a Contract of Apprenticeship Training as per the Apprenticeship Act, 1961.
3. Your engagement is as an Apprentice and you, not being an employee, will not be eligible and/or entitled to receive any other the benefit as may be applicable to other employees of the company.
4. You shall not, during your Apprentice training with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company.
5. The Company will further extend the benefit of Group Personal Accident Policy to you during your apprenticeship training with the company.
6. You shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Apprentice training and your contract of apprenticeship may be revoked.
7. During our Apprentice training you shall, at all times, wear uniform provided by the formats. You shall adhere to all safety related instructions / SOPs. Your failure to adhere to the rules and regulations / SOPs at your work place may result in revocation of your Apprenticeship contract with immediate effect.

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)

CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800

Reliance SMSL Limited

8. Your engagement as an Apprentice is for a period of 12 (Twelve) months. Hence it will automatically come to an end upon completion of 12 (Twelve) months from the date of your joining.
9. The Apprenticeship does not promise regular employment or create any right thereof.
10. Please carry the documents as mentioned in Annexure A on your day of joining.
11. Please sign duplicate copy of this letter in acceptance of this offer.

We welcome you onboard.

Yours sincerely,
For **Reliance SMSL Limited**,



Authorized Signatory

This offer is received. The terms and conditions are explained to me and I accept the same.

Name of the Candidate : Soumya Soumya
Date : 06.05.2022

ANNEXURE A

- (i) Two numbers of stamp passport size photographs (White background).
- (ii) Fitness certificate (from MBBS doctor).
- (iii) Original and one photocopy of this letter.
- (iv) Copy of PAN Card and Aadhaar Card.
- (v) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC & MICR Codes).

Reliance SMSL Limited (formerly Strategic Manpower Solutions Limited)
CIN: U74999MH2007PLC167704

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India. Phone: +91 22 67673800



GULBARGA UNIVERSITY

RESULT SHEET OF

BACHELOR OF EDUCATION (CBCS) IV SEMESTER - NOVEMBER, 2022 EXAMINATION

Printed on: 18-06-2023 08:23:12 AM

Register Number : E2204742
 Student Name : GIRIJA
 College : D454-SRI VEERASHAIYA SAMAJ'S

Sl No	Code	Subject Name	Max Theory Marks	Obt Theory Marks	Max IA Marks	Obt IA Marks	Total Max Marks	Total Obt Marks	Credit Hours	Grade Points	Credit Points	Remarks
1	D10	PC-XV GENDER SCH AND SOC	80	61	20	18	100	79	4	7.90	31.60	PASS
2	D11	PC-XVI EDUCATIONAL MANG & ORG	80	50	20	19	100	69	4	6.90	27.60	PASS
3	D12	PM-XVII/XVIII APS : KANNADA	40	32	10	8	50	40	2	8.00	16.00	PASS
4	D18	PM-XVII/XVIII APS : SOCIAL SCI	40	32	10	9	50	41	2	8.20	16.40	PASS
5	D22	EPC-VII REFLECTIVE RED & WRITING	50	42			50	42	2	8.40	16.80	PASS
6	D23	EPC-VIII FIELD WORK IMM / INT	150	136			150	136	6	9.07	54.40	PASS
7	D24	EPC VIII: PRACTICAL EXM METHOD-I	50	49			50	49	2	9.80	19.60	PASS
8	D25	EPC VIII: PRACTICAL EXM METHOD-II	50	49			50	49	2	9.80	19.60	PASS

RESULT SUMMARY

S.G.P.A : 8.42
 C.G.P.A : 7.50
 Total Credit Points : 202.00
 Total Credits : 24.00
 Maximum Marks : 600
 Obtained Marks : 505
 Result : FIRST CLASS

NOTE: The results published are just for immediate info. to the students, This cannot be treated as Original Marks sheets.



Shot on OnePlus
 By Navya

Result Announced date: 30/04/2023

ಅತಿಥಿ ಶಿಕ್ಷಕರ ವೇತನದ ಮುಂಗಡ ರಶೀದಿ

ಕ್ರ.ಸಂ	ಶಾಲೆಯ ಹೆಸರು	ಅತಿಥಿ ಶಿಕ್ಷಕರ ಹೆಸರು	ಕರ್ತವ್ಯ ಕಾಲದ ದಿನಾಂಕ	ರ ವರಗೆ	ಒಟ್ಟು ವೇತನ	ವರಾ
01	ಸ.ಯೋ.ಬಿ.ಎಸ್ ಶಾಲೆ ಜಿ.ಬಿ.ಡಿ.ಲಿ.ಯೆಸ್ಸಿ	ಕು. ಶಿಶಿಬಿ ಆಂಡೆ ಕುಮಾರಯ್ಯ	04/09/2023			

ಮುಖ್ಯ ಸೂಚಕರ ಸಹಿ

ಗೌರವ
ಅತಿಥಿ ಶಿಕ್ಷಕರ ಸಹಿ

ಅತಿಥಿ ಶಿಕ್ಷಕರ ವೇತನದ ಮುಂಗಡ ರಶೀದಿ

ಕ್ರ.ಸಂ	ಶಾಲೆಯ ಹೆಸರು	ಅತಿಥಿ ಶಿಕ್ಷಕರ ಹೆಸರು	ಕರ್ತವ್ಯ ಕಾಲದ ದಿನಾಂಕ	ವರಗೆ ದಿನಾಂಕ	ಒಟ್ಟು ವೇತನ	ವರಾ
01	ಸ.ಯೋ.ಬಿ.ಎಸ್ ಶಾಲೆ ಜಿ.ಬಿ.ಡಿ.ಲಿ.ಯೆಸ್ಸಿ	ಕು. ಶಿಶಿಬಿ ಆಂಡೆ ಕುಮಾರಯ್ಯ	04/09/2023			

ಮುಖ್ಯ ಸೂಚಕರ ಸಹಿ

ಗೌರವ
ಅತಿಥಿ ಶಿಕ್ಷಕರ ಸಹಿ



PAYMENT RECEIPT

Amount Paid Rs 400.00

Amount in words : Four Hundred Rupees and Zero Paise Only.

Transaction Detail

Transaction Status: **SUCCESSFUL**
 Transaction Date-Time: 15-11-2023 12:50:45
 Transaction ID: BD00000005669513
 Payment Ref No: YIC42144102819

Student Details

Name of the Student : GIRJA
 Course Applied for : MA(ECONOMICS)
 Student Id. : 2201710520
 Application Id. : NA
 Purpose of the Payment : PG Admission Application Fee
 Address : AT POST JAGIRJADALADINNI TQ DEVADURGA DIST
 UNIVERSITY RAICHUR
 University Notification No. : NA
 University Notification Date : NA
 Email ID : NA
 Mobile Number : girijammgirijamm7@gmail.com
 Category : 9632469376
 Remarks : SC ST Cat I
 NA

Payment Summary

Total : 400.00
 Net-total : 400.00

Payment Description

Application Fee	Amount: Rs.400.00	Total: Rs. 400.00
PG Admission Application Fee SC ST Cat I (-)	Amount: Rs. 400.00	Total: Rs. 400.00

Note : This is a computer generated receipt and does not require signature.

Receipt Generated Date & Time : 15/11/2023 12:53:23 PM

By Nav



ಮ್ಯಾಕ್ಸ್‌ವೆಲ್ ಇಂಟರ್‌ನ್ಯಾಷನಲ್ ಸ್ಕೂಲ್

MAXWELL INTERNATIONAL SCHOOL

(Recognized by the Govt. of Karnataka)

Daddy Colony Main Road, (Eklaspur Road), Near City Club, Raichur -584101

☎ : 80735 99634

: 98454 94633

Date: 05-06-2024

APPOINTMENT ORDER

Reference: Your application for the post of Asst. Teacher Dated 31-05-2024

With reference to the above, this is to inform you that you have been appointed as a Assistant Teacher by the selection committee.

The appointment is purely Temporary basis for the academic year 2024-25 and shall be terminated at the end of this academic year or the Management can terminate your services at any time.

Your are requested to join the duty on 06-06-2024 along with your original testimonials

Note: 01. One year service is compulsory.

02. Staff should open the Salary Account in the Bank of Baroda, Raichur Branch.

With regards



To,

ASRA MOHAMMADI.

Reddy layout, Raichur.

91104 52 669

H. Vanaja

President

Maxwell International School
Raichur.

ದಿನಾಂಕ: 3/18/2024

Date: 3/18/2024

ಗೆ,
To,
ಶ್ರೀ / ಶ್ರೀಮತಿ / ಕುಮಾರಿ: ಉಮಾದೇವಿ
Mr/Mrs/Ms: Uma Devi

Emp Code: IS24305566

ನೇಮಕಾತಿ ಆದೇಶ
APPOINTMENT LETTER

ಆತ್ಮೀಯ ಶ್ರೀ / ಶ್ರೀಮತಿ / ಕುಮಾರಿ: ಉಮಾದೇವಿ
Dear Mr/Mrs/Ms: Uma Devi

ನಿಗದಿತ ಅವಧಿಯ ಉದ್ಯೋಗಕ್ಕಾಗಿ ನಮ್ಮ ಕಂಪನಿಯಲ್ಲಿ **ಆಪರೇಟರ್** ಸ್ಥಾನವನ್ನು ನಿಮಗೆ ನೀಡಲು ನಾವು ಸಂತೋಷಪಡುತ್ತೇವೆ.

We are pleased to offer you the position of **OPERATOR** in our company for a fixed period of employment.

ನಿಯಮಗಳು ಮತ್ತು ಷರತ್ತುಗಳು / Terms and Conditions:

- ನಿಮ್ಮ ವಾರ್ಷಿಕ ವೇತನವು ಅನುಬಂಧದ (ಸಂಬಳ ರಚನೆ) ಪ್ರಕಾರ ನಿಮಗೆ ಪಾವತಿಸಲಾಗುತ್ತದೆ. ನಿಮ್ಮ ವಾರ್ಷಿಕ ವೇತನದ ಮೇಲೆ ಯಾವುದೇ ಪರಿಣಾಮ ಬೀರದಂತೆ ಯಾವುದೇ ಸಮಯದಲ್ಲಿ ನಿಮ್ಮ ಸಂಬಳದ ರಚನೆಯನ್ನು ಮಾರ್ಪಡಿಸಲು / ಪರಿಷ್ಕರಿಸಲು ನಾವು ಏಕಮಾತ್ರ ನಿರ್ಧಾರ ತೆಗೆದುಕೊಳ್ಳುವವರಾಗಿರುತ್ತೇವೆ.
You shall be paid as per Annexure (Salary Structure) and we shall be the sole decision maker to modify / revise your remuneration structure at any time.
- ನಿಮಗೆ ತಿಳಿಸಿರುವಂತೆ ದಿನಾಂಕ **3/18/2024** ರಂದು ಬೆಳಿಗ್ಗೆ 9:00 ಗಂಟೆಗೆ ಗ್ರಾಹಕರ ಸ್ಥಳದಲ್ಲಿ ಕೆಲಸಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳಬೇಕು.
You shall report to work on **3/18/2024** at 9:00 am at Client location as communicated.
- ನಿಮ್ಮ ನೇಮಕಾತಿಯು **ಇನ್ವೋಸೋರ್ಸ್ ಸರ್ವೀಸಸ್ ಪ್ರೈವೇಟ್ ಲಿಮಿಟೆಡ್** ನಮ್ಮ ಗ್ರಾಹಕರ ಸ್ಥಳದಲ್ಲಿ ಇರುವುದರಿಂದ, ನೀವು ಗ್ರಾಹಕರ ನಿರ್ದಿಷ್ಟ ನಿಯಮಗಳು ಮತ್ತು ಷರತ್ತುಗಳಿಗೆ ಒಳಪಡುತ್ತೀರಿ.
Since your appointment is for rendering services to **InnovSource Services Pvt Ltd** our client at client location, you will be governed by the specific Terms and Conditions of the client.
- ನೌಕರರ ಭವಿಷ್ಯನಿಧಿ ಕಾಯ್ದೆ ಪ್ರಕಾರ, ನೌಕರರ ಭವಿಷ್ಯ ನಿಧಿಗೆ (EPF) ಮತ್ತು ಉದ್ಯೋಗಿಗಳ ರಾಜ್ಯ ವಿಮಾ ಕಾಯಿದೆಯ ಪ್ರಕಾರ, ನೌಕರರ ರಾಜ್ಯ ವಿಮೆಗೆ (ESI) ನೀವು ಒಳಪಡುತ್ತೀರಿ.
You will be covered under Provident Fund Scheme as per Employees Provident Fund Act & Employees' State Insurance as per Employees' State Insurance Act.
- ನಮ್ಮದು ಸೇವೆ ಆಧಾರಿತ ಕಂಪನಿ ಆದುದರಿಂದ; ನಿಮ್ಮ ಸೇವೆಯು ಗ್ರಾಹಕರ ವಿವಿಧ ಸ್ಥಳಗಳಲ್ಲಿ ಅಗತ್ಯವಿರುತ್ತದೆ.
We are a service oriented company; your service will be required in various clients' locations.
- ನೀವು ನಮ್ಮ ಯಾವುದೇ ಗ್ರಾಹಕ ಸಂಸ್ಥೆಯ ಉದ್ಯೋಗಿ ಎಂದು ಹೇಳಿಕೊಳ್ಳಬಾರದು, ಅಲ್ಲಿ ನಾವು ನಿಮ್ಮನ್ನು ಕಾಲಕಾಲಕ್ಕೆ ನಿಯೋಜಿಸಬಹುದು.
You shall not claim to be the employee of any of our client's Organization, where we may depute you from time to time.

Canadi



VIJETA CREDIT SOUHARDA SAHAKARI SANGHA NI. SIRWAR

Aski Complex, Near Valmiki Circle, Talikote Main Road,
Hunasagi. Tq. Hunasagi, Dist. Yadagiri - 585215

Phone: 9980803014. E-mail: vijetacreditssni@gmail.com



Smt. ANITA MAHADEVAPPA

Destination : Cashier

Emp. Coad : VCS/3005

Date of Join : 01-11-2023

Phone No. : 8861820385

Authority Signature

ದಿನಾಂಕ: 3/18/2024
Date: 3/18/2024

ಗೆ,
To,
ಶ್ರೀ / ಶ್ರೀಮತಿ / ಕುಮಾರಿ: ಉಮಾದೇವಿ
Mr/Mrs/Ms: Uma Devi

Emp Code: IS24305566

ನೇಮಕಾತಿ ಆದೇಶ
APPOINTMENT LETTER

ಆತ್ಮೀಯ ಶ್ರೀ / ಶ್ರೀಮತಿ / ಕುಮಾರಿ: ಉಮಾದೇವಿ
Dear Mr/Mrs/Ms: Uma Devi

ನಿಗದಿತ ಅವಧಿಯ ಉದ್ಯೋಗಕ್ಕಾಗಿ ನಮ್ಮ ಕಂಪನಿಯಲ್ಲಿ **ಆಪರೇಟರ್** ಸ್ಥಾನವನ್ನು ನಿಮಗೆ ನೀಡಲು ನಾವು ಸಂತೋಷಪಡುತ್ತೇವೆ.
We are pleased to offer you the position of **OPERATOR** in our company for a fixed period of employment.

ನಿಯಮಗಳು ಮತ್ತು ಷರತ್ತುಗಳು / Terms and Conditions:

- ನಿಮ್ಮ ವಾರ್ಷಿಕ ವೇತನವು ಅನುಬಂಧದ (ಸಂಬಳ ರಚನೆ) ಪ್ರಕಾರ ನಿಮಗೆ ಪಾವತಿಸಲಾಗುತ್ತದೆ. ನಿಮ್ಮ ವಾರ್ಷಿಕ ವೇತನದ ಮೇಲೆ ಯಾವುದೇ ಪರಿಣಾಮ ಬೀರದಂತೆ ಯಾವುದೇ ಸಮಯದಲ್ಲಿ ನಿಮ್ಮ ಸಂಬಳದ ರಚನೆಯನ್ನು ಮಾರ್ಪಡಿಸಲು / ಪರಿಷ್ಕರಿಸಲು ನಾವು ಏಕಮಾತ್ರ ನಿರ್ಧಾರ ತೆಗೆದುಕೊಳ್ಳುವವರಾಗಿರುತ್ತೇವೆ.
You shall be paid as per Annexure (Salary Structure) and we shall be the sole decision maker to modify / revise your remuneration structure at any time.
- ನಿಮಗೆ ತಿಳಿಸಿರುವಂತೆ ದಿನಾಂಕ **3/18/2024** ರಂದು ಬೆಳಿಗ್ಗೆ 9:00 ಗಂಟೆಗೆ ಗ್ರಾಹಕರ ಸ್ಥಳದಲ್ಲಿ ಕೆಲಸಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳಬೇಕು.
You shall report to work on **3/18/2024** at 9:00 am at Client location as communicated.
- ನಿಮ್ಮ ನೇಮಕಾತಿಯು **ಇನ್ವೋಸೋರ್ಸ್ ಸರ್ವೀಸಸ್ ಪ್ರೈವೇಟ್ ಲಿಮಿಟೆಡ್** ನಮ್ಮ ಗ್ರಾಹಕರ ಸ್ಥಳದಲ್ಲಿ ಇರುವುದರಿಂದ, ನೀವು ಗ್ರಾಹಕರ ನಿರ್ದಿಷ್ಟ ನಿಯಮಗಳು ಮತ್ತು ಷರತ್ತುಗಳಿಗೆ ಒಳಪಡುತ್ತೀರಿ.
Since your appointment is for rendering services to **InnovSource Services Pvt Ltd** our client at client location, you will be governed by the specific Terms and Conditions of the client.
- ನೌಕರರ ಭವಿಷ್ಯನಿಧಿ ಕಾಯ್ದೆ ಪ್ರಕಾರ, ನೌಕರರ ಭವಿಷ್ಯ ನಿಧಿಗೆ (EPF) ಮತ್ತು ಉದ್ಯೋಗಿಗಳ ರಾಜ್ಯ ವಿಮಾ ಕಾಯಿದೆಯ ಪ್ರಕಾರ, ನೌಕರರ ರಾಜ್ಯ ವಿಮೆಗೆ (ESI) ನೀವು ಒಳಪಡುತ್ತೀರಿ.
You will be covered under Provident Fund Scheme as per Employees Provident Fund Act & Employees' State Insurance as per Employees' State Insurance Act.
- ನಮ್ಮದು ಸೇವೆ ಆಧಾರಿತ ಕಂಪನಿ ಆದುದರಿಂದ; ನಿಮ್ಮ ಸೇವೆಯು ಗ್ರಾಹಕರ ವಿವಿಧ ಸ್ಥಳಗಳಲ್ಲಿ ಅಗತ್ಯವಿರುತ್ತದೆ.
We are a service oriented company; your service will be required in various clients' locations.
- ನೀವು ನಮ್ಮ ಯಾವುದೇ ಗ್ರಾಹಕ ಸಂಸ್ಥೆಯ ಉದ್ಯೋಗಿ ಎಂದು ಹೇಳಿಕೊಳ್ಳಬಾರದು, ಅಲ್ಲಿ ನಾವು ನಿಮ್ಮನ್ನು ಕಾಲಕಾಲಕ್ಕೆ ನಿಯೋಜಿಸಬಹುದು.
You shall not claim to be the employee of any of our client's Organization, where we may depute you from time to time.

Canada

Offer | IndiVillage Foundation



Add label



IndiVillag... Yesterday

to me ▾



Hi Tarunashree,

Congratulations on completing all rounds of the interview process. We are thrilled to offer you the position of **Fellow- Storytelling Saturday** at IndiVillage Foundation, an organization dedicated to uplifting rural communities through sustainable development initiatives.

IndiVillage Foundation is a non-profit organization that works towards improving the lives of people in rural India by providing access to education, healthcare, and livelihood opportunities. Our mission is to create a self-reliant and empowered rural society, and we are constantly seeking passionate individuals to join our cause.

Stipend: Rs.10,000/- + Rs.1,000/- (Monthly travel allowance)

Work Location:Raichur

We believe that your skills and dedication will be a valuable asset to our team. This opportunity will not only allow you to grow professionally but also contribute to the betterment of underserved communities.

Please let us know if you have any further questions or concerns. We look forward to having you on board and working together towards a brighter future for rural India.

Congratulations and welcome to the IndiVillage Foundation family!

Please reply "**Accept**" to this mail and we will send you the official offer letter for the same.



**The Foundation
Team**
IndiVillage Foundation





The Foundation Team

IndiVillage Foundation



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HDFC Bank Ltd.

February 24, 2023

Applicant No.80029897

Name : Soumya Shree S Patil		
Grade : Trainee		
Vertical : RETAIL BRANCH BANKING		
Location : Yadgir		
Contact No : 7975422820		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	11,940	1,43,280
City Allowance *	833	9,996
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		21,600
Gross	24,033	3,09,996

Note: City Allowance - Linked to place of posting.

Welcome to the HDFC Bank family.

Personal & Confidential

February 24, 2023

80029897

Soumya Shree S Patil

Yadgir

Dear Soumya Shree S,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **CUSTOMER CARE EXECUTIVE** in HDFC Bank subject to the following terms and conditions:

Compensation:

Your annual compensation package will be as set out below:

Base salary	: Rs. 90,000/- p.a.
Allowance	: Rs. 1,43,280/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

Training Period:

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

Location:

Your initial place of posting will be **Yadgir**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is inexistence or may come into existence at a future date.

Termination of Contract:

This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 80029897

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www.hdfcbank.com

Secrecy:

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

Alternative Employment:

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

Maternity Benefits:

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

Creche facility:

a) The Bank will provide crèche facility in line with regulatory guidelines. The offices /locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

Conditions Precedent:

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 90 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 90 days from the date of this letter.

This Offer has been extended to you basis your representation, information and details provided by you during the interview and subsequent to your submitting of your personal information, requisite details, documents, educational qualification and work experience certificates, etc. uploaded by you on HDFC Bank Career Site/ E-Rec portal for seeking an employment with HDFC Bank. By accepting this Offer, you confirm that all the details filled in and the documents uploaded on HDFC Bank Career Site/ E-Rec portal are true and correct. In case any discrepancy is found in the information and details provided by you at any stage of your association with HDFC Bank, HDFC Bank reserves its right to take appropriate action against you at Bank's discretion

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,

For HDFC BANK LIMITED

Applicant No. 80029897

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Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



HDFC Bank Limited
HDFC Bank House,
Senapati Bapat Marg,
Lower Parel (West),
Mumbai - 400 013.

(Digitally Signed by **Ritesh Gupta**)

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by DS HDFC BANK
LIMITED HUMAN RESOURCES
Date: 2023.02.24 09:08:42 +05:30
Applicant No. 80029897

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www.hdfcbank.com

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.

Corporate Identity No.: L65920MH1994PLC080618



TATA

TATA CONSULTANCY SERVICES



**LAVANYA
LAVANYA**

Card No 496579

Associate No 1829732

Tata Consultancy Services Ltd.

TCS House Rave line Street, Fort

Mumbai 400001, India

WNS

30-Aug-2023

Chandrakala .

8-125/1 Kabber Oni Manvi Taluka

Sirwar Manvi Raichur Karnataka 584129

India

Letter of offer

Dear Chandrakala,

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you have been selected as **Senior Associate - Operations (JC6310)** in WNS Global Services Pvt. Ltd., based at our **Bangalore - RMZ (BANG AV)** office. The key components of your offer are as detailed below :-

Career band: Your career band would be **Professional**.

Role band: You would be placed in role band **A**.

Title: The title that you would be using both internally and externally would be **Senior Associate - Operations (JC6310)**.

Compensation: Your Total Gross Pay will be **INR 6,22,800 (Indian Rupees Six Lakh, Twenty Two Thousand, Eight Hundred Only)** per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure II for your reference.

Joining Date: You are expected to join us by **31-Aug-2023**.

Place of work: Your place of work will be **Bangalore - RMZ (BANG AV)**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

*WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196*

DocuSigned by:

Chandrakala .

BE282530E6E3455

Accepted and Agreed

**Chandrakala .
Candidate's Name & Signature**

WNS**1. TERMS & CONDITIONS:**

- a. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.
- b. You will be required to sign a standard employment agreement on your date of joining.
- c. You shall be required to submit a set of certified true copies of the documents and information as set forth in Annexure I of this appointment letter.
- d. The Company's business involves operating round the clock on all day. Therefore the work may involve shift working including working in night shifts and availing staggered weekly offs. You are expected to attend the work as assigned to you by your superiors.
- e. You will be on probation for six months from the date of joining; however, probation may be extended by the Company at its sole discretion. During the probation period, the Company may terminate this contract at any time without cause upon not less than 90 (ninety) days prior written notice to you and/or compensation in lieu thereof. However, the Company may with "cause" immediately terminate this contract, if you are found to be in material breach of any of the terms of your employment and the Company Policy. You may voluntarily terminate your employment for any reason upon providing prior written notice to the Company, the period of which shall be 90 (ninety) days prior written notice. It is mandatory for you to serve the notice period and it is your responsibility to complete your handover during the notice period before resigning from the organization / Company. If you chose not to serve the notice period the Company reserves the right to recover compensation in lieu of notice period from you.
- f. Effect of inability to clear the proficiency / competency training / thresholds: You may be required to undergo voice & accent, pre-process and process trainings as a prerequisite to your gainful engagement as may be prescribed under relevant competency / proficiency parameters. At the end of these trainings, a performance assessment will be conducted and the results will be declared as per the established norms depending on the type / nature of the training. The company invests significant amount of efforts and costs on such trainings and you will appreciate that in case one is not able meet the required norms during training or clear the afore-said assessment tests, the Company will not be able to engage your services productively. In such eventuality, the Company reserves right to terminate employment by providing two weeks' notice and or pay in lieu thereof.
- g. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 1 (e) and non-service of Notice Period shall result in the same consequences as enumerated in Clause 1 (e) hereinabove.
- h. You will be entitled to twenty one working days leave per annum subject to prior approval by the Company. Carry-forward / accumulation of leave will be governed as per the existing Company policy on the subject.
- i. You will be provided necessary training / special education / on the job skill enhancement / interactive programs / up skilling programs / guidance required to discharge your duties effectively at the cost, efforts and time of the Company. In consideration of such training or skill enhancement programs, you shall serve the Company for a minimum period of six months from the date of your joining, failing which, the Company reserves the right to recover the losses suffered for imparting

For WNS Global Services Pvt. Ltd.*Adil Nargolwala*

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

Chandrakala .

BE282530E6E3455

Accepted and Agreed

Chandrakala .
Candidate's Name & Signature



- such training or skill enhancement programs from you.
- j. Deployment / Redeployment: The Company reserves the right to deploy / redeploy you in any of the available roles as may be deemed appropriate. Since different roles require different competency profiles, exact match can be a challenge at times, despite best intentions and efforts of the Company. In such eventuality, you are obligated to cooperate in the deployment / redeployment process by accepting role that is offered to you.
 - k. You will automatically retire from the services of the Company on completing the age of 58 years.
 - l. Notice to terminate in electronic form such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement. Notice to terminate this contract has to be addressed in writing to the Company in the form and manner as may be prescribed in the Company Policy.
 - m. WNS reserves the right to terminate your employment with immediate effect on grounds of breach of policy including but not limited to Infosec / physical security, misconduct or where your performance has been found to be unsatisfactory.

2. OTHER CONDITIONS:

- a. Medical fitness: Your appointment / employment is subject to you being medically fit for employment.
- b. Reference Checks / Background and testimonials verification: Your appointment is also subject to a satisfactory reference / background check and testimonial verification. The Company shall, at its discretion conduct background / reference check and testimonial verification either before joining the company or within a reasonable and practicable time frame after joining. This offer and your continued employment is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your offer / employment will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the employment without giving any notice and or pay in lieu thereof or any other remuneration (including incentives) for the period of engagement up to aforesaid date of relieving.
- c. Effect of Substance Abuse: The Company, at its sole discretion, may conduct from time to time screening for substance abuse during the course of employment. If the results of such screening are found to be positive, employment is liable to be terminated without giving any notice or pay in lieu off.
- d. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.

Please sign the copy of this letter as a token of your acceptance. Please Initial each page in acceptance of the terms and conditions set out herein.

Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

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DocuSigned by:

Chandrakala .

BE282530E6E3455...

Accepted and Agreed

**Chandrakala .
Candidate's Name & Signature**

WNS**Annexure I**

1. You need to furnish the following Documents at the time of joining WNS.

NOTE: Joining will not happen without these documents.

A	Original copy of WNS offer letter
B	DATE OF BIRTH PROOF: Mandatory is Aadhar Card. If no Aadhar Card or incomplete details on Aadhar card then the following will apply:- (Any ONE of the following: Birth Certificate, Xth, XIIth Mark Sheet with DOB details on it, Passport, PAN Card, Driving License, School/College Leaving Certificate) - 1 copy
C	PHOTO ID : Aadhar OR PAN Card in the absence of both then the following will apply :- (ONE of the following: Voters ID, Driving License, Passport, or Bank Passbook with photograph, Bankers verification, NSR (National Skills Registry) ID card, Hall Tickets not more than 1 yrs. including current year up to eg.2006 for 2008, Defense dependant ID Card - 1 copy
D	PERMANENT ADDRESS PROOF : (ONE of the following: Passport, Driving License, Voter's ID, Nationalized Bank Passbook with photograph and address, Electricity Bill - latest of Self or Parents, Ration Card, LIC & Insurance documents, Mobile Bill, Telephone Landline Bill - latest of Self or Parents, or Current lease deed - with you or your parents / spouse as lessee or co-lessee) - 1 copy . The information for address needs to be verifiable during BGV and hence the same needs to be the latest permanent address proof.
E	EDUCATION QUALIFICATION PROOF : (mark sheets & degree are important) (as applicable: Xth, XIIth, Graduation, Post-Graduation Certificate, Copy of Diploma, others)
F	PASSPORT SIZE PHOTOGRAPHS : 5 copies (with Red Background ONLY)
G	PAN NUMBER : Photocopy of PAN Card. If you do not possess a PAN card then an application for one will have to be made and a copy of the application receipt will have to be submitted.
H	Professional Relieving or Experience Letter from previous employer (last 2 employments) or Accepted Resignation Letter from previous employer.
I	Salary Slip / Salary certificate from previous employer (last 2 employments). Bank statement if no salary slip from the Company.
J	Employee ID Proof : (photocopy of salary slips, appraisal letter which contains the employee id proof)
K	Marriage Certificate (if applicable) OR Marriage Affidavit with Couple Photo
L	Self declaration Medical Fitness form : Medical Fitness form needs to be duly filled and stamped by a Doctor.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

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DocuSigned by:

Chandrakala .

BE282530E6E3455

Accepted and Agreed

Chandrakala .
Candidate's Name & Signature

WNS

NOTE:

- The same document may be used as proof for more than one of the above requirements.
- Original copies to be brought along with copies for the purpose of verification.

2. In addition to the documents mentioned above, you are requested to provide the following documents and information on your date of joining.

Documents.....

1. Updated Resume.
2. Marriage Certificate (if applicable).
3. Self declaration Medical Fitness form.
4. ESIC (Employee State Insurance Corporation) enrollment would be as per the applicable as per government regulation. In case if your stack up contains ESIC component, please carry the following documents:
 - a. Your 3 post card size (4X7) photographs (copies of the same photograph) OR
 - b. If you would like your family covered - Family group photograph of immediate family (4X7, 3 copies of the same photograph), only members in the photo will be covered. Photos should be clear and have only your immediate dependent family members which include parents, siblings, spouse and children.

Information.....

1. Names and date of birth of family members you would want to mention as nominees for the Provident Fund Scheme (parents / siblings / spouse / children)
2. Your blood group.
3. Your family doctor's name, address, telephone and registration number.
4. National Social Security Number (NSSN) if allocated.

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

**Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition**

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U72200MH1996PTC100196*

DocuSigned by:

Chandrakala .
BE282530E6E3455

Accepted and Agreed

**Chandrakala .
Candidate's Name & Signature**

WNS

Annexure II			
Name	:	Chandrakala .	
Title	:	Senior Associate - Operations (JC6310)	
Role Band	:	A	
BU/EU	:	Banking & Financial Services (901001000)	
Compensation Component	Ref	Amount(INR) Per Month	Amount(INR) Per Annum
Basic Salary		21,375	2,56,500
House Rent Allowance		10,688	1,28,250
City Compensatory Allowance		13,638	1,63,650
Sub Total - I	A	45,700	5,48,400
Bonus / Incentive (4)	(a)	0	0
Company's contribution to Provident Fund (1)		1,800	21,600
Company's contribution to ESI (3)		0	0
Sub Total - II	B	1,800	21,600
Total Fixed Pay	C = A + B	47,500	5,70,000
Bonus / Incentive at Maximum Level (4)	(b)	4,400	52,800
Gross Pay (CTC) at Minimum Level	D = C	47,500	5,70,000
Gross Pay (CTC) at Maximum Level	E = D + (b) - (a)	51,900	6,22,800
BENEFITS			
Gratuity payable As per Payment of Gratuity Act, 1972			
Note:			
1) Company's contribution to Provident Fund (PF): In cases where PF wages is above the statutory maximum limit of INR 15,000/- p.m., you have an option to choose the deduction of 12% on actual PF wages. In such situation, various component of the compensation will be adjusted to accommodate your request. PF wages considered for this calculation will be as per Employee Provident Fund and Miscellaneous Provisions Act, 1952.			
2) The Company provides following discretionary Insurance benefits: a) Mediclaim Benefit: For Self or Family Floater, as per Company policy b) Personal Accident Insurance: For Employee, as per Company Policy c) Life Insurance: For Employee, as per Company Policy d) Parents can also be covered individually or through a Floater at an annual premium as per the company policy. You would have to enroll and pay the sum separately through payroll. Note: The company reserves the right to make appropriate changes to the Insurance plan as and when necessary.			
3) Company's contribution towards ESI Scheme will be as per Employees State Insurance Act, 1948 and is currently 3.25% of the monthly salary.			
4) You will be eligible to participate in the Company's Bonus / Incentive scheme applicable to your process. The Bonus / Incentive at maximum level is inclusive of Bonus / Incentive included in the Total Fixed Pay. The Bonus / Incentive will be paid basis the requirements of Payment of Bonus Act, 1965, your performance and BU/Company performance.			

For WNS Global Services Pvt. Ltd.

*Adil Nargolwala*Adil S Nargolwala
Corporate SVP - HR
Head Talent AcquisitionWNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

DocuSigned by:

Chandrakala .

BE282530E6E3455...

Accepted and Agreed

Chandrakala .
Candidate's Name & Signature



15-OCT-2019

Letter Of Appointment

To,
Ms. Nikitha Nikitha
H.No 1-8-31 Brahmin Wadi Station Road ,Raichur
Brahmin Wadi
Station Road

Dear Ms. Nikitha,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1333104/HYD/Business Process Outsourcing Services/BTN dated 11-Oct-2019 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 15-OCT-2019.

Your Trainee ID is 1813612.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort, Mumbai 400 001 Maharashtra India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com

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



15-OCT-2019

Letter Of Appointment

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Brahmin Wadi
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For TATA Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

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



ತಾರಾನಾಥ ಶಿಕ್ಷಣ ಸಂಸ್ಥೆ, ರಾಯಚೂರು
TARANATH SHIKSHANA SAMSTHE Estd : 1920

Admn. Off : SSRG Women's College Compound, Station Road, RAICHUR-584 101. (Karnataka)
Ph : 08532-227779. e-mail : tssraichur1954@gmail.com

President :

Parasmal Sukhani

Cel : 94820 94289, 94481 94289

General Secretary :

Nandapur Srinivas Rao

Cel : 94480 34256

TSS/2022-23/

Date : 01-07-2022

APPOINTMENT ORDER

Taranath Shikshana Samsthe, Raichur is pleased to appoint you as Lecturer in Commerce at B R B College of Commerce, Raichur on Consolidated salary as shown below, with immediate effect.

You should report to the Principal, B R B College, forthwith.

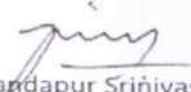
Salary Details.

1. Basic	-	12000
2. P.F	-	1560
3. ESI	-	576
4. Gratuity	-	390

Total		14526

Your appointment is subject to the fulfillment of the following conditions:-

1. You should be in the College premises during College working hours.
2. You should not engage classes in other institutions other than TSS Institutions.
3. Your appointment is against approved post and therefore gets terminated automatically whenever the Government makes the appointment under grant in aid code.
4. You should obey the orders of the TSS, Management Council and of Principal.


Nandapur Srinivas Rao
GENERAL SECRETARY

To,

Ms. Shashikala
Lecturer in Commerce
B R B College,
RAICHUR

Copy to :

- 1) The President, T.S.S, Raichur.
- 2) The Secretary, MC, B R B College, Raichur
- 3) The Principal, B R B College, Raichur.
- 4) Office Copy.



SHANTINIKETAN

Primary & High School

Near Govt. Hospital Basalingappa Colony, SIRWAR.



Kum Umadevi D/o Krishnappa

Assistant Teacher

☎ 9148375584

🏠 6/6/1998

🏠 Basalingappa Colony
Sirwar