

## List of Sample Students Placed with attached Offer Letter Year wise

### Year of Placement : Last Completed Year 2020-21

S.No	Name of Student Placed	Company Name	Offered Package
1	Anju Jain	DxC Tech	4 LPA
2	Bhavesb Josbi	DxC Tech	4 LPA
3	Aditi Agrawal	Learning Routes	3.36 LPA

### Year of Placement : 2019-20

S.No	Name of Student Placed	Company Name	Offered Package
1	Densih Pandey	ICICI Bank	4.13 LPA
2	Monali Mehta	Kotak Mahindra Bank	3.5 LPA
3	Prachal Jhanwar	Bajaj housing	3.8 LPA.

### Year of Placement : 2018-29

S.No	Name of Student Placed	Company Name	Offered Package
1	SHUBHAM DUBEY	Apollo Munich	3.00 LPA
2	RAVI PRATAP SINGH	Apollo Munich	3.00 LPA
3	ABHISHEK THAKRE	Colgate Palmolive India	7.7 LPA
4	AKANSHA AGRAWAL	HPS Lab Designs	2.9 LPA

### Year of Placement : 2017-18

S.No	Name of Student Placed	Company Name	Offered Package
1	Madhuri Jaiswal	Jaro Education	6.66 LPA
2	Divyanshu Agrawal	Jaro Education	6.66 LPA
3	Radhika Gurjar	Jaro Education	6.66 LPA
4	Sanidhya Vijayvargiya	Jaro Education	6.66 LPA

### Year of Placement : 2016-17

S.No	Name of Student Placed	Company Name	Offered Package
1	Akash Malviya	Spandana Spoorthy	3.64 LPA
2	Ruchi Raghuwanshi	Spandana Spoorthy	3.64 LPA
3	Kamlendra Singh	Spandana Spoorthy	3.64 LPA
4	Aishwarya Pandey	Spectrum consultants	4.00 LPA
5	Vidhi Tare	Spectrum consultants	4.00 LPA



09/28/2021

Anuj Jain

Dear Anuj,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,

Yours Sincerely,

*Lokendra Sethi*

Lokendra Sethi (Sep 28, 2021 19:02 GMT+5.5)

Lokendra Sethi

Vice President - Human Resources



09/28/2021

Anuj Jain  
4/32 M.G. ROAD  
Mandleshwar, 451221  
India

Dear Anuj,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Business Analyst at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 09/30/2021. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to any of DXC Indore offices based on information provided by your manager.

### **Compensation and Benefits**

#### **1.0 Salary**

Your Fixed Gross Salary will be INR 400,000.00 per annum and Total Gross Salary will be INR 400,000.

#### **1.1 Basic Pay**

You will be eligible for a Basic Pay which will be INR 180,000.00.

#### **1.2 Provident Fund**

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

#### **1.3 Gratuity**

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

#### **1.4 Insurance**

Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary



or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

ESIC coverage is as per the provisions of the Employee State Insurance Act, 1948

#### 1.5 Flexible Benefits

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the amount as mentioned in Fixed Gross Salary after allocation to (1) Basic Salary, (2) PF, (3) Bonus Advance, if applicable. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

#### **Working Hours**

The work timings are at the sole discretion of the Management and would normally consist of a 45 hours work week. These are subject to change as per business requirements. Same numbers of work hours are expected even when you are on an assignment abroad unless communicated otherwise by an entity of the company. The general working hours will be 9:00 am to 6:30 pm., Monday through Friday, with half hour break for lunch. Employees may also be expected to work in shifts based on business requirements.

#### **Annual Earned Leave:**

You are entitled to 15 days leave of absence on full pay per year and un-availed leaves are accumulative as per current Company policy. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

#### **Paid Casual Leave:**

The entitlement is for 12 days in a year. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

#### **Holidays:**

The Company observes 12 holidays in a year which may consist of fixed days of holidays and flexible ones and may be availed as per policy in force.

#### **Transferability:**

During your employment with the Company, your services can be transferred to any of the locations in India or abroad or any function or department or platform or technology within company offices or client locations or any associate or subsidiary company of the Company whether existing or to be set up in future on the same terms and conditions at the sole discretion of the Management. The benefits linked to such transfers will be governed by the respective Company policy in force from time to time.

#### **Non-Disclosure:**

Due to the proprietary nature of our products and services, all employees are expected to maintain the highest level of confidentiality and will be required to sign an agreement not to disclose any information with respect to the Company. Your salary details are confidential; failure to maintain confidentiality will invite disciplinary action and may even result in termination of your services as per the policy of the Company.

#### **Business Code of Conduct and Ethics:**

All employees are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethical Business Conduct / Conflict of Interest certificate. Any instance of improper conduct including but not limited to misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate termination of your services without any notice or payment in lieu of.



**Information Security:**

All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

**Notice for Termination:**

The written notice required for termination of employment by either party will be 3 months. You would be required to serve the stipulated notice period and early release would be at the sole discretion of the Management. In case you leave your employment without giving requisite notice, no relieving letter will be issued and settlement of dues will be at the sole discretion of the Management. However, under the Company's disciplinary procedure your services can be terminated without any notice period.

**Service Agreement:**

Post your joining, should you accept any specialized training whether in India or abroad, you will be required to commit to serve the Company for a minimum period of 12 months as per the Company policy. You will be required to enter into a Service Agreement, as per the Company's policy on Training, supported with a Guarantee in the form and manner decided by the Company. You are under no obligation to accept any training requiring a commitment to serve the Company on your part. However, once accepted by you, it will be a binding contract.

**Retirement Age:**

All employees on rolls of the Company will retire from the services of the company on reaching the age of 60.

**Non-Smoking Policy:**

Smoking is prohibited in the office premises other than the specifically assigned zones, if any.

**Joining Requirements:**

You are required to contact the HR department on the date you report for work and submit to them a copy of the following documents for joining:

- Relieving letter(s) / Acceptance of resignation from all your previous organizations
- Experience letter(s) from all your previous organizations
- Photocopies of all educational certificates (Class X onwards)
- Mark sheets / Consolidated mark sheets of all educational qualifications (Class X onwards)
- Three recent passport size photographs
- All relevant pages of your Aadhaar card, Passport, Driving License and PAN card
- Last month Pay-slip of your last organization / Form 16 of the last financial year / Last month bank statement depicting salary credit from your last organization

Please bring originals of all documents which will be returned to you after verification except service agreement which will be retained by the Company (if applicable).

This offer/appointment is subject to the condition that you indemnify and also certify that all the information (like educational qualifications, work experience, past salary drawn and all other information) supplied by you to the Company to get an employment with the Company, is accurate and nothing has been given untrue. If it is later found that you had supplied inaccurate/untrue/false information, then the Company reserves the right to terminate your services without any notice and seek appropriate damages or reimbursement of financial expenses incurred towards your training, relocation, any other allowances, etc. This is without prejudice to any other rights which the Company may have against you.



The Company reserves the right to change the terms and conditions of your employment and its policies and procedures at any time.

Please sign a duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

We are excited about your decision to join the company and wish you a long successful career with the Company.

## **Annexure II**

### **Flexible Benefits Plan Guidelines**

Upon joining, subject to total salary entitlement, employee has the option to re-structure the flexi salary by selecting from a pool of allowances given below.

#### **House Rent Allowance**

0 - 50% of annual basic salary. To be supported by at least one receipt per quarter (as proof of rent paid) from the landlord.

#### **LTA**

Can be claimed for Income Tax benefit twice in a block of 4 yrs as declared by IT Ministry. Maximum amount of Rs 2,00,000 per annum can be allocated.

#### **Meal Coupon**

Maximum of Rs 26,400 per annum. The entire amount becomes tax free.

#### **Transport Allowance**

Maybe used to opt for Company Car Lease if in levels Professional 1 and above. If car not availed, tax exemption as per conveyance allowance limits in tax rules are provided.

Fuel, Maintenance & Chauffeur Allowance may be claimed from Transport Allowance for both company car and self-owned car subjects to limits defined in the policy.

#### **Telephone / Broadband Reimbursement**

Telephone and broadband expenses reimbursement can be opted from within kitty from flexible benefits as per policy.

Thanking You,  
Yours Sincerely,

A handwritten signature in blue ink that reads 'Lokendra Sethi'.

[Lokendra Sethi \(Sep 28, 2021 19:02 GMT+5.5\)](#)

**Lokendra Sethi**

Vice President - Human Resources



I accept the above referred Pay and Benefits and the general terms and conditions of employment

Anuj Jain  
Anuj Jain (Sep 28, 2021 19:25 GMT+5.5)

\_\_\_\_\_  
Anuj Jain

Sep 28, 2021

**Candidate Physical Signature (to be completed first day of work):**

I accept the above referred Pay and Benefits and the general terms and conditions of employment

\_\_\_\_\_  
First Name Middle Name Last Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Place

**Annexure III**

Dear Anuj Jain,

Please note that you must submit a copy of your Permanent Account Number (PAN) card on your date of joining at company. By acknowledging this document, you undertake that you shall be solely responsible for any consequences arising due to non submission of your PAN copy and company shall not be responsible for the same, in any manner whatsoever.

**Date:** Sep 28, 2021

Anuj Jain  
Anuj Jain (Sep 28, 2021 19:25 GMT+5.5)

\_\_\_\_\_  
Anuj Jain



**FOR Company**

*Lokendra Sethi*

Lokendra Sethi (Sep 28, 2021 19:02 GMT+5.5)

**Lokendra Sethi**

Vice President - Human Resources

**FOR Employee**

**Name : Anuj Jain**

*Anuj Jain*

Anuj Jain (Sep 28, 2021 19:25 GMT+5.5)

**Date : Sep 28, 2021**



09/21/2021

Bhavesh Joshi

Dear Bhavesh,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,  
Yours Sincerely,

*Lokendra Sethi*

Lokendra Sethi (Sep 23, 2021 14:46 GMT+5.5)

*Bhavesh...*

Lokendra Sethi  
Vice President - Human Resources



09/21/2021

Bhavesht Josht  
102 vishal nagar, Annapurna road near Rajendra Nagar Brij  
  
INDORE, 452012  
India

Dear Bhavesht,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Business Analyst at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 09/30/2021. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to DXC offices in Indore based on the information provided by your manager.

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*Bhavesht...*



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#### Non-Disclosure:

Due to the proprietary nature of our products and services, all employees are expected to maintain the highest level of confidentiality and will be required to sign an agreement not to disclose any information with respect to the Company. Your salary details are confidential; failure to maintain confidentiality will invite disciplinary action and may even result in termination of your services as per the policy of the Company.

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#### Information Security:

*Bhargava...*



All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

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- Mark sheets / Consolidated mark sheets of all educational qualifications (Class X onwards)
- Three recent passport size photographs
- All relevant pages of your Aadhaar card, Passport, Driving License and PAN card
- Last month Pay-slip of your last organization / Form 16 of the last financial year / Last month bank statement depicting salary credit from your last organization

Please bring originals of all documents which will be returned to you after verification except service agreement which will be retained by the Company (if applicable).

This offer/appointment is subject to the condition that you indemnify and also certify that all the information (like educational qualifications, work experience, past salary drawn and all other information) supplied by you to the Company to get an employment with the Company, is accurate and nothing has been given untrue. If it is later found that you had supplied inaccurate/untrue/false information, then the Company reserves the right to terminate your services without any notice and seek appropriate damages or reimbursement of financial expenses incurred towards your training, relocation, any other allowances, etc. This is without prejudice to any other rights which the Company may have against you.

The Company reserves the right to change the terms and conditions of your employment and its policies and procedures at any time.

*Bhavesh...*





Please sign a duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

We are excited about your decision to join the company and wish you a long successful career with the Company.

## **Annexure II**

### **Flexible Benefits Plan Guidelines**

Upon joining, subject to total salary entitlement, employee has the option to re-structure the flexi salary by selecting from a pool of allowances given below.

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#### **Telephone / Broadband Reimbursement**

Telephone and broadband expenses reimbursement can be opted from within kitty from flexible benefits as per policy.

Thanking You,  
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Sep 23, 2021 14:46 GMT+5.5)

Bhavesh...

**Lokendra Sethi**

Vice President - Human Resources

I accept the above referred Pay and Benefits and the general terms and conditions of employment



Bhavesh Joshi

Bhavesh Joshi (Sep 23, 2021 21:37 GMT+5.5)

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Bhavesh Joshi

Sep 23, 2021

**Candidate Physical Signature (to be completed first day of work):**

I accept the above referred Pay and Benefits and the general terms and conditions of employment

---

First Name Middle Name Last Name

---

Date

---

Place

**Annexure III**

Dear Bhavesh Joshi,

Please note that you must submit a copy of your Permanent Account Number (PAN) card on your date of joining at company. By acknowledging this document, you undertake that you shall be solely responsible for any consequences arising due to non submission of your PAN copy and company shall not be responsible for the same, in any manner whatsoever.

**Date:** Sep 23, 2021

Bhavesh Joshi

Bhavesh Joshi (Sep 23, 2021 21:37 GMT+5.5)

Bhavesh Joshi

Bhavesh...



**FOR Company**

Lokendra Sethi

Lokendra Sethi (Sep 23, 2021 14:46 GMT+5.5)

**Lokendra Sethi**

Vice President - Human Resources

**FOR Employee**

**Name : Bhavesh Joshi**

Bhavesh Joshi

Bhavesh Joshi (Sep 23, 2021 21:37 GMT+5.5)

Bhavesh...

**Date : Sep 23, 2021**



**Date: 08/10/2020**

**Subject line: Offer of Employment: - Customer Relationship Executive**

Dear **Aditi Agarwal**,

On behalf of the entire organization, I'd like to say that it brings me great pleasure to formally offer you the position of **Customer Relationship Executive** at **Learning Routes Pvt. Ltd.**

A huge congratulation to you!

You will receive an annualized salary of **CTC Rs.3.36LPA (Three Lakh Thirty Six Thousand Per Annum Only) (Rs.23, 000/- Fixed per month)**. Increment of Rs.3000/- to be given during confirmation, based on the performance. The breakup of the CTC would be mentioned on the appointment letter which would be asked to sign on the date of joining. Payment occurs on a monthly basis, on 1<sup>st</sup> week of the consecutive month.

**Job Location – Gurgaon**

Your expected starting month is **to be informed**

This offer is valid until **15/10/2020**. To accept the offer, you need to share the below list of documents in the soft copies through email.

**List of Documents Required:**

- Mark sheets / Degree certificate of your highest qualification
- Address proof
- Pan Card
- 2 Passport size latest photographs
- Experience Letter of last company (if Applicable)

We look forward to welcoming you to the Learning Routes team.

If you have any questions or need additional information, please don't hesitate to contact me by email or phone.

Best Regards,  
Ishita Mahajan  
Sr. Human Resource Manager  
+91 9646447750



PRIVATE AND CONFIDENTIAL

**Reference No. - 1383997441**

**Applicant ID - 3928737**

07-Jan-2020

Dear DENISH

PANDEY

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

Please find enclosed the job offer letter.

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

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

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

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

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

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



PRIVATE AND CONFIDENTIAL

Reference No. - 1383997441

Applicant ID - 3928737

07-Jan-2020

DENISH PANDEY

Dear DENISH

PANDEY

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in EMCT at JUNAGADH - RAIJIBAUG\_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 28-Oct-2020.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

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

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

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

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

**Reference No. - 1383997441****DENISH PANDEY**

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

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

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

**Reference No. - 1383997441****DENISH PANDEY**

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



**Reference No. - 1383997441**

• **DENISH PANDEY**

**General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

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

Yours sincerely,

Sudhir Sudhir  
ZONAL RECRUITMENT HEAD

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

Signature of Applicant

: 5 :

**Reference No. - 1383997441**

DENISH PANDEY

**Annexure:**

Remuneration:

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

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,10,100/- (Rupees One Lakh Ten Thousand One Hundred only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 54,000/- (Rupees Fifty Four Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

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

**Reference No. - 1383997441**

DENISH PANDEY

**Benefits:**

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

Signature of Applicant

### **JOINING FORMALITIES**

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

The login credentials are provided below:

**URL:** [\*\*https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx\*\*](https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx)

**Username:** Registered email id or Applicant id

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

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

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

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

**Remuneration Details**

Name : DENISH PANDEY

Position: Deputy Manager (Band I)

Group: RSPPG

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
HRA	4,500	54,000
Supplementary Allowance*	9,235	1,10,820
Superannuation Allowance **	1,350	16,200
<b>Total</b>	<b>24,085</b>	<b>2,89,020</b>
<b>Retrials</b>		
Retrials (PF, Gratuity) ***	2,550	30,600
<b>Total CTC</b>	<b>26,635</b>	<b>3,19,620</b>
Performance Linked Retention Pay #	7,800	93,600
<b>Total (incl PLRP)</b>	<b>34,435</b>	<b>4,13,220</b>
* Supplementary allowance will include Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance		
*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.		
#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.		

**Date : 07-Jan-2020**



## Letter of Offer from Kotak Mahindra Bank

Candidate Name	Monali Mehta
Name of Institute	IPS Academy
Date	16 <sup>th</sup> December, 2019

We are pleased to offer you the role of **Relationship Officer** at Kotak Mahindra Bank Limited. Your remuneration per annum is **350000/-** Your appointment letter giving details of your compensation breakup, benefits and other terms and conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you in the appointment letter.

Your appointment Letter is however subject to:

1. Successful completion of your full time management course
2. Being medically fit for employment
3. Reference check as per process of the Bank
4. You are ready to relocate at any location - PAN India and do not have location preferences

Sign a copy of this letter conveying your acceptance.

A hearty congratulations and looking forward to on-board you early next year!

For Kotak Mahindra Bank

Signature of the candidate

**Kotak Mahindra Bank Ltd.**  
CIN: L65110MH1985PLC038137

Kotak Infiniti, Building No. 21,  
Zone 4, 2nd Floor, Infinity Park,  
Off Western Express Highway,  
General A K Vaidya Marg, Malad (East),  
Mumbai, Maharashtra 400097, India.

T +91 22 66056825  
F +91 22 67259071  
www.kotak.com

Registered Office:  
27 BKC, C 27, G Block,  
Bandra Kurla Complex,  
Bandra (E), Mumbai 400051,  
Maharashtra, India.

HR/2019/ 1347061





STRICTLY PRIVATE AND CONFIDENTIAL

Date: 20 Jan 2020

Prachal Jhanwar  
A 570 Vijay Singh Prathik Nagar  
Bhilwara - 311001  
Rajasthan  
Telephone: 8955297486

Dear Prachal Jhanwar,

**SUBJECT: OFFER CUM EMPLOYMENT LETTER**

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment a Bajaj Housing Finance Limited ("Company") on the following terms:

**1. DESIGNATION & BAND**

You will be designated as "Assistant Manager - Home Loan, Sales" at E02 Band.

**2. PERIOD OF EMPLOYMENT**

- 2.1. Your employment will commence on **13 Feb 2020** and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

**3. HOURS AND PLACE OF WORK**

- 3.1. You shall be based in our **Mumbai - Kalyan** office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:42 AM  
Location: Pune



**BAJAJ HOUSING FINANCE LIMITED**  
100% SUBSIDIARY OF BAJAJ FINANCE LIMITED

Corporate Office: Cerebrum IT Park, B2 Building, 5th Floor, Kumar City, Kalyani Nagar,  
Pune - 411 014  
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Corporate ID No.:  
L65910MH1987PLC042961

[www.bajajfinserv.in](http://www.bajajfinserv.in)



#### 4. SALARY

- 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

#### 5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

- 5.1. Company and the terms and conditions of this Employment Letter, be terminated by either party by serving **45 (Forty-five days)** written notice to the other party. The notice period of **45 (Forty-five days)** is part of the Employee Separation Policy which is available for your reference on the Company's intranet. However the Company shall have the right to terminate your services without notice & without salary in lieu thereof on immediate basis for any misconduct or for any reason which breaches the code of conduct or policy of the organization.
- 5.2. The Company reserves the right to accept/ reject the notice pay in lieu of notice period mentioned hereinabove. The Company reserves the absolute right to terminate your services at any time without assigning any reason whatsoever by giving you notice in writing or pay in lieu of notice period.
- 5.3. The Company reserves the right, at its discretion and at any time during the notice period to announce to employees, clients, suppliers and customers of the Company, its subsidiaries or associate companies of your termination/ resignation. However, you expressly agree hereby not to make any announcement of your termination/ resignation unless the same has been formally intimated to you or accepted by the Company in writing, as the case may be.
- 5.4. You hereby agree that on or before the date of your termination from employment with the Company, you will delete any information, connection or reference between you and the Company, any client or customer of the Company, or any prospective client or customer of the Company stored in any form of Social Media. For the purposes of this Clause, Social Media means any online communication tool which facilitates the creation, publication, storage and/or exchange of user-generated content. Social Media includes (but is not limited to) Twitter, Skype, Facebook, Myspace, YouTube, Flickr, LinkedIn, Wikis, Google+ and Tumblr.
- 5.5. Any dispute or claim that arises out of or that relates to this employment agreement, or that relates to the breach of this agreement, or that arises out of or that is based upon employment relationship shall be resolved by arbitration. Such Arbitration shall be conducted at the discretion of Bajaj Housing Finance Limited and in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 or any amendment or any re-enactment thereof by a single Arbitrator to be appointed by Bajaj Housing Finance Limited. The venue of Arbitration shall be at Pune and Arbitration shall be conducted in English Language.

E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:12 PM  
Location: Pune

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Corporate ID No.:  
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**6. ANNUAL SALARY REVISION**

- 6.1. We follow an April to March performance cycle. All salary revisions come up for review in the month of April at the sole discretion of the Company.
- 6.2. Employees who have joined the organization between the months of April to September, will be eligible for a salary review in the next performance cycle (in April of next calendar year) for the full year. Those joining after 1<sup>st</sup> October, will not be eligible for the same.

**7. PERFORMANCE BASED VARIABLE BONUS/ INCENTIVE**

- 7.1. You will be eligible to participate in the Company's variable pay programs/ incentive schemes. The payment under this program depends on your performance, the Company's performance and other parameters as the Company may decide from time to time. Please note that there is no minimum payment under this program.
- 7.2. Payment of this amount is subject to your being in the Company's employment and also subject to your not having resigned or serving your notice period.
- 7.3. You will declare your relationship, if any, with any of the directors of the Company as required by the Companies Act, 2013.
- 7.4. In case you are or become related to any employee of the Company, then, in the former case you will inform the Company immediately and in the latter case within 7 days of your becoming so.
- 7.5. You will abide by all the policies and disclosure norms of the Company that are in effect and by any amendments thereto carried out by the Company from time to time.

**8. COMPANY POLICIES AND PROCEDURE**

- 8.1. You will devote all your working time to the business of the Company, its subsidiaries and associate companies, as the case may be, depending on the office you are holding and will carry out your duties diligently and properly. You will do your best to promote, protect and develop the interests of the Company and its subsidiaries and associate companies and will not knowingly do or willingly permit to be done anything that causes prejudice, loss or injury to the Company or its subsidiaries and associate companies.
- 8.2. You shall be required at all times to comply with the Company's rules, policies and procedures as may be amended by the Company from time to time, and the same are to be considered as part of terms and conditions of this Employment Letter. You are also required to comply generally with the standards reasonably expected of an appointment of your nature.
- 8.3. Without any limitations on your obligations under Clause 8.1 above, you are also required to comply with the Company's disciplinary and grievance procedures which would be applicable to you, a copy of which is available with the Company's HR Department. For the avoidance of any doubt, whilst the Company's disciplinary rules form part of your contract of employment with the Company, the disciplinary and grievance procedures do not and as such, the Company is not under any contractual obligation to apply those procedures in any particular case.

E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:12 PM  
Location: Pune



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## 9. ADDITIONAL DUTIES

- 9.1. You agree and consent that the Company may require you (without additional remuneration) to carry out different or additional duties (including holding any office in the Company, its subsidiaries and associate companies) consistent with your status and position in the Company.
- 9.2. You agree and consent that the Company may engage another person as a temporary replacement for you and/ or to carry out some or all of the responsibilities of your role on a temporary basis if you are suspended or are otherwise in the reasonable opinion of the Company unable to properly carry out some or all of those responsibilities for any reason.

## 10. EXCLUSIVE EMPLOYMENT

While employed by the Company, you will not:

- 10.1. Be an employee of, or be engaged in any other capacity by, any other company or organisation other than the Company, for remuneration and/ or otherwise, whether full time or part time, without the prior written permission from the Company;
- 10.2. Be involved in any capacity in providing services directly or indirectly to any other person in respect of any business which is similar to or which does or might reasonably be expected to compete or conflict with any aspect of the business of the Company, its subsidiaries and associate companies or which may otherwise affect the proper and efficient performance of your duties;
- 10.3. Be entitled to receive or obtain directly or indirectly any discount, rebate, commission or other benefit in respect of any business transacted (whether or not by you) by or on behalf of the Company or its subsidiaries and associate companies. This prohibition also extends to your immediate relatives. If you, any of your immediate relatives or any other company or other business entity in which either you or they are interested directly or indirectly obtain any such discount, rebate, commission or other benefit, you will immediately account to the Company, its subsidiaries and associate companies for the amount received or the value of benefit obtained; and/ or
- 10.4. Make contact or communicate with any member of the press or media or anyone so connected on behalf of the Company, its subsidiaries and associate companies, or publish any articles or letters or post any content on any Social Media platform on behalf of the Company or its subsidiaries and associate companies other than as required for the purposes of carrying out your duties and in strict compliance with the Company's media policy.

## 11. INTELLECTUAL PROPERTY

- 11.1. All intellectual property including but not limited to any discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up made, discovered or created by you during your employment (whether alone or with others and whether or not in the course of your employment), in connection with or relating to the business of the Company, its subsidiaries or associated companies or capable of being used or adapted for use in it shall belong to and be the absolute property of the Company. If required to do so by the Company (whether during or after the termination of your employment), you will at the expense of the Company promptly

E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:42 PM  
Location: Pune



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execute all instruments and do all things necessary to vest ownership of all other rights, title and interests (including any registered rights in the same) in such discovery, model, concept, idea, know-how, method, database, computer programme or software (including related preparations and design materials), invention, improvement in procedure, trade mark, trade name, design, logo, copyright and all similar rights or get-up in the Company (or its nominee) absolutely and as sole beneficial owner.

- 11.2. You acknowledge that your remuneration and all consideration paid to you by the Company under this Employment Letter and as may be revised from time to time, includes compensation for the assignment (if any) to the Company of all intellectual property rights and that the rights and obligations under this Clause shall continue in force after the termination of this Employment Letter in respect of any intellectual property created during your employment with the Company and shall be binding upon your legal representatives.

## 12. CONFIDENTIALITY AND NON-DISCLOSURE

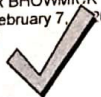
- 12.1. You hereby agree that without the prior written consent of the Company, either during or after the period of employment and except as required by you in the course of your employment, you shall not divulge directly or indirectly or otherwise use, disseminate, disclose, reveal, report, copy, transfer, lecture upon or publish articles concerning any confidential information, including but not limited to all and any intellectual property under Clause 11.1 above which may come to your knowledge during the term of your employment and/ or otherwise, and shall maintain complete secrecy in respect of all such confidential information and/ or intellectual property entrusted to you and shall not use or attempt to use such confidential information and/ or intellectual property in any manner which may or may be likely to injure or cause loss either directly or indirectly to the Company or its business. You hereby agree that this restriction shall continue to apply even after the term of your employment with the Company, your termination from employment with the Company and/ or your resignation from the Company without limit as to a point in time, excepting when such confidential information and/ or intellectual property becomes available in the public domain.
- 12.2. You hereby agree and acknowledge that in the event of your being in violation of Clause 12.1 above, the Company is at liberty to initiate appropriate civil and criminal legal action against you including but not limited to prosecution for data theft and criminal breach of trust.
- 12.3. For the purposes of this Employment Letter, "confidential information" includes and is not limited to all trade secrets and confidential information relating to the Company, its subsidiaries or associate companies, or their businesses and its or their past, current or prospective clients and suppliers and their respective businesses, and further includes and is not limited to all intellectual property of the company as under Clause 11.1 above.

## 13. COMPANY'S IMAGE

You will be always alive to the duties and responsibilities attached to your employment and you shall conduct yourself accordingly and protect and project the image of the Company.

### E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:12 AM  
Location: Pune



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#### 14. FALSE RECORDS

If any document or information furnished by you to the Company is false or if you are, at any time, found to have suppressed any material information, you will be liable for termination without notice.

Further, this appointment is subject to us receiving satisfactory reports, based on verifications and reference checks done by us.



#### 15. GENERAL

15.1. This Employment Letter and the annexures to this Employment Letter and the various agreements and documents referred to in this Employment Letter constitute the sole record of this Employment Letter between the parties with regard to the subject matter hereof and shall substitute any other agreement/ understanding between the parties in respect of the subject matter of this Employment Letter.

15.2. If any provision of this Employment Letter is held to be illegal, invalid or unenforceable for any reason, such provision may be unenforceable between the parties but without affecting, impairing or invalidating any of the remaining provisions of this Employment Letter which shall continue to be of full force and effect.

15.3. The expiry or termination of this Employment Letter (for any reason) shall not operate to affect any of its provisions which, in accordance with their terms, are expressed to operate or have effect after such expiry or termination.

15.4. Notices must be given by either party by letter or e-mail addressed to the other party at, in the case of the Company its registered office for the time being, and in your case, to your last known address and e-mail address issued by the Company. Notices may also be issued by you to the Company. Any notice given shall be deemed to have been given at the time of delivery to and/ or receipt by the intended recipient.

15.5. This Employment Letter shall be governed by the laws of India and the parties submit to the exclusive jurisdiction of the Courts in Pune. Any reference to a statutory provision shall be deemed to include a reference to any statutory modification or re-enactment of it.

If the appointment on the above terms and conditions is acceptable to you, you are requested to confirm your acceptance on the above terms and condition by returning one copy of this letter duly signed by you.

Welcome to Bajaj Housing Finance Limited, and wish you a very successful career with the group.

Encl: Annexure

I have fully read and understood the terms of this Employment Letter. I accept the same on the above terms and conditions, and as appointed, I agree to abide by the rules and regulation of the company and will be joining on 13.02.2020

Signature :

Name : PRACHAL JHANWAR

For Bajaj Housing Finance Limited,

#### E-LOCK EVALUATION SIGNATURE

Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:12 PM  
Location: Pune



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# Annexure - A

## Detailed Salary Structure

Date : 20 Jan 2020  
Name : Prachal Jhanwar  
Band : E02

Particulars	Annually	Monthly
Basic		
House Rent Allowance	108,000	9,000
Special Allowance	54,000	4,500
Statutory Bonus	87,547	7,296
Contributory Provident Fund	28,853	2,404
Fixed Pay	21,600	1,800
Gratuity	300,000	25,000
Indicative Performance Pay#	5,195	
Total Cost to Company	75,000	
	380,195	


#The Indicative Performance Pay amount as per the current performance pay policy may vary depending upon the performance of individual and of the company. The management reserves the rights to amend policy at any point of time.

\* The exact sum of all elements may mismatch up to Rs.10/-. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

### Other Benefits:

- Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
- Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.
- If your employment is terminated by you for any reason prior to completion of twelve months of services, then you will pay back to the Company the entire joining expense incurred if any, by the Company.
- You would be covered under the Group Term Life Insurance scheme, with a sum insured of **Rs. 2,000,000 /-** (**Rupees Twenty Lakh only**). Additionally, you would be covered under the Group Accident Insurance Scheme, with a sum insured of **Rs. 2,500,000 /-** (**Rupees Twenty-five Lakh only**).
- Further, you would be entitled to a hospitalization claim policy of up to **Rs. 300,000 /-** (**Rupees Three Lakh only**) the premium for which will be borne by the Company. You have the option to include spouse, parents, and up to two children (Group subsidized premium borne by the employee).

Name and Signature, confirming acceptance of the above terms and conditions

Signature : 

Name : PRACHAL JHANWAR

Date :

E-LOCK EVALUATION SIGNATURE

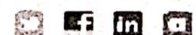
Signer: RAJBIR BHOWMICK  
Date: Friday, February 7, 2020 7:12 PM  
Location: Pune

**BAJAJ HOUSING FINANCE LIMITED**  
100% SUBSIDIARY OF BAJAJ FINANCE LIMITED

Corporate Office: Cerebrum IT Park, B2 Building, 5th Floor, Kumar City, Kalyani Nagar, Pune - 411 014  
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Corporate ID No :  
L65910MH1987PLC042961

www.bajajfinserv.in





Letter of Intent (LOI)

Date: 9th Feb 2019

To,

Name: SHUBHAM DUBEY

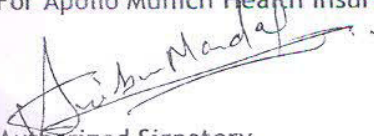
Address: IPS Academy - INDORE

Dear SHUBHAM

1. We are pleased to offer you the position of Young Manager in our Organization.
2. Your date of joining would be (1st June 2019), failing which, this LOI shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. Your initial place of posting will be at INDORE. However, your services are transferable from one department to another or from one place to another anywhere in India which shall be at the discretion or requirement of the Company without any prior notice, depending upon the business exigency.
4. You will be undergoing On the job training for period of approx. 2.5 months. During the training period, you will be paid stipend of Rs. 8,000/- (Rupees Eight Thousand Only) per month and you will not be entitled for any other benefits.
5. Post successful completion of training period, you will be offered a full time employment with Apollo Munich Health Insurance Company Limited at Annual CTC of Rs. 3,00,000 (Rupees Three Lakh(s) Only) + Incentives (Upto Rs. 50,000/- Per Annum) can go up to Rs. 1,50,000/- Per Annum) for high performers + Reimbursements (Upto Rs. 48,000/- Per Annum), with detailed compensation annexure and actual Job location.
6. One-time welcome bonus of Rs 10,000 (Rupees Ten Thousand Only) to be paid after completion of 4 months with AMHI.
7. If you leave the Company or submit your resignation before completion of first year, you will be liable to pay Rs. 75,000/- (Rupees Seventy-Five Thousand Only) to the company towards the expenses incurred towards your training.
8. Please carry original documents and submit the copies of the following documents on your date of joining:
  - a. 2 passport size photographs
  - b. PAN Card
  - c. Aadhaar Card
  - d. X & XII passing certificate
  - e. Highest Qualification: Provisional certificate / mark sheets for all years and final consolidated mark sheet (if any)
  - f. Cancelled Cheque / Bank Statement / Passbook copy

We look forward to welcoming you, and wish you all the best for this exciting new journey with AMHI.

For Apollo Munich Health Insurance Company Ltd.

  
Authorized Signatory

To know more about the world of Apollo Munich, please connect with us at LinkedIn  
<https://www.linkedin.com/company/apollo-munich-health-insurance-company-ltd/>

GREAT  
PLACE  
TO  
WORK

Best in class in the insurance sector

This is an affirmation of our employees' faith in

Apollo Munich Health Insurance Co. Ltd.

309, 3rd Floor, Megapolis Square, 579, M G Road, Indore, MP - 452001:

Corp. Off: 1st Floor, SCF - 19, Sector - 14, Gurgaon - 122 001, Haryana.

Regd. Off: Apollo Hospitals Complex, Jubilee Hills, Hyderabad - 500 033, Telangana.

Tel: +91 124 4584333 Fax: +91 124 4584111 Website: [www.apollomunichinsurance.com](http://www.apollomunichinsurance.com)

Email: [customerservice@apollomunichinsurance.com](mailto:customerservice@apollomunichinsurance.com) IRDAI Reg. No.: - 131 CIN: U66030AP2006PLC051760



Letter of Intent (LOI)Date: 9th Feb 2019

To,

Name: RAVI PRATAP SINGHAddress: DANN - INDOREDear RAVI

350

1. We are pleased to offer you the position of Young Manager in our Organization.
2. Your date of joining would be (1st June 2019), failing which, this LOI shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. Your initial place of posting will be at INDORE. However, your services are transferable from one department to another or from one place to another anywhere in India which shall be at the discretion or requirement of the Company without any prior notice, depending upon the business exigency.
4. You will be undergoing On the job training for period of approx. 2.5 months. During the training period, you will be paid stipend of Rs. 8,000/- (Rupees Eight Thousand Only) per month and you will not be entitled for any other benefits.
5. Post successful completion of training period, you will be offered a full time employment with Apollo Munich Health Insurance Company Limited at Annual CTC of Rs. 3,00,000 (Rupees Three Lakh(s) Only) + Incentives (Upto Rs. 50,000/- Per Annum) can go up to Rs. 1,50,000/- Per Annum) for high performers + Reimbursements (Upto Rs. 48,000/- Per Annum), with detailed compensation annexure and actual Job location.
6. One-time welcome bonus of Rs 10,000 (Rupees Ten Thousand Only) to be paid after completion of 4 months with AMHI.
7. If you leave the Company or submit your resignation before completion of first year, you will be liable to pay Rs. 75,000/- (Rupees Seventy-Five Thousand Only) to the company towards the expenses incurred towards your training.
8. Please carry original documents and submit the copies of the following documents on your date of joining:
  - a. 2 passport size photographs
  - b. PAN Card
  - c. Aadhaar Card
  - d. X & XII passing certificate
  - e. Highest Qualification: Provisional certificate / mark sheets for all years and final consolidated mark sheet (if any)
  - f. Cancelled Cheque / Bank Statement / Passbook copy

We look forward to welcoming you, and wish you all the best for this exciting new journey with AMHI.

For Apollo Munich Health Insurance Company Ltd.

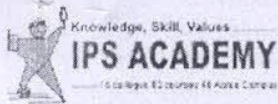
  
Authorized Signatory

To know more about the world of Apollo Munich, please connect with us at LinkedIn  
<https://www.linkedin.com/company/apollo-munich-health-insurance-company-ltd/>



5/25/2019

IPS Academy Mail - Colgate Palmolive Campus Drive in IPS Academy on September 18 | 2018



Ankit Shrivastava Placement Officer, IPS Academy, Indore <ankit@ipsacademy.org>

## Colgate Palmolive Campus Drive in IPS Academy on September

Sheeja Patkar <sheeja\_patkar@colpal.com>

To: "Ankit shivastava, IPS Academy, Indore" <ankit@ipsacademy.org>

Cc: BP\_Vaishali Molankar <bp\_vaishali\_molankar@colpal.com>

Hi Ankit

**Abhishek Thakre has been selected.** We will revert on the market working schedule shortly.

Thanks & Regards

Sheeja Patkar

**Colgate-Palmolive (India) Limited**

Human Resources

Tel #: 91-22-6709-6068

VOIP #: 8701-6068

Colgate Research Centre, Main Street, Hiranandani Gardens, Powai

On Mon, Sep 24, 2018 at 7:34 PM Sheeja Patkar <sheeja\_patkar@colpal.com> wrote:

Dear Ankit

Further to the campus drive in Indore, we would like to have a personal interview with **Abhishek Thakre** on google hangout on 25 / 26th September.

Pls confirm.

Thanks & Regards

Sheeja Patkar

**Colgate-Palmolive (India) Limited**

Human Resources

Tel #: 91-22-6709-6068

VOIP #: 8701-6068

Colgate Research Centre, Main Street, Hiranandani Gardens, Powai

On Wed, Sep 19, 2018 at 7:10 PM BP\_Vaishali Molankar <bp\_vaishali\_molankar@colpal.com> wrote:

Hi Ankit,

As discussed, we have added 8 students to the list; please check the attached revised file for your reference. Please call me on 9920880180 if you have any queries.

Regards,

Vaishali | 67096284

On Wed, Sep 19, 2018 at 3:01 PM BP\_Vaishali Molankar <bp\_vaishali\_molankar@colpal.com> wrote:

Dear Ankit Shrivastava,

Please check the attached final list of students shortlisted for campus placement. Kindly ensure that the shortlisted students carry their resume with a passport-size photograph (mandatory)

All the students to assemble at 9 AM, Prestige contact details mentioned below for your reference.





14

Ref No: HPSLD/T/O/18-19/0089

Dated: 15th Dec 2018

To,  
Akanksha Agrawal,  
33 Sai PG, Behind Sapna Sangeeta Inox,  
Indore

**Sub: Offer letter for the position of HR Executive**

Dear Akanksha,

We are pleased to offer you the position of HR Executive at HPS Lab Designs Private Limited.

**About HPS Lab Designs:**

HPSLDPL was started with the vision to innovate and bring technology that will impact routing generated wealth into villages of this country and run sustainable growth opportunities for our countrymen. We are innovating products that impact the masses and Ajjas is one such product. On building solutions around automobile, human safety and internet of things, we aim to become one of a kind safety solution for automobile drivers and provide comprehensive real-time tracking and management services. HPSLDPL is committed to work towards improving human lives by blending technology with day-to-day working of society.

We are capable to bring positive change in the lives of people, globally. For starters, keeping that larger welfare of people in mind, we want to get recognized as a privately held company that's bringing meaningful change in hundreds of villages in the country. In near future, we would want to work in the field of education, agriculture, and water.

**Our Culture**

We offer a great collaborative work culture and flat organization structure. As a team, we want to work with very creative minds, who would want to challenge personal boundaries and go all out to improve self and society using technology as one of the tools. This is an opportunity to be a part of a high caliber team and to significantly contribute your ideas and influence growth of the company. What you will not find here is the formal management structures and tightly defined guidelines for performing in your role. What you will find is a free-hand approach to help you achieve your goals, and authority that is commensurate with responsibility.

Offer herein is an indicative of company's intent and is subject to your confirmation in agreement.

5<sup>th</sup> October, 2017

To,  
Mr. Madhuri Jaiswal,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year.

On successful completion of probation period your services would be confirmed and you would be re-designated as "**Career Development Executive**".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	23,900	2,86,800
House Rent Allowance	:	7,170	86,040
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	1,830	21,960
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
<b>Total: Rs. Six Lakh Sixty Six Thousand only p.a.</b>	:	<b>55,500</b>	<b>6,66,000</b>

Regards,  
Jaro Education

Sushant Mallia  
Sr. Manager-Human Resource

I agree to the above and attached terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_



5<sup>th</sup> October, 2017

To,  
Mr. Divyanshu Agrawal,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year.

On successful completion of probation period your services would be confirmed and you would be re-designated as "**Career Development Executive**".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	23,900	2,86,800
House Rent Allowance	:	7,170	86,040
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	1,830	21,960
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
<b>Total: Rs. Six Lakh Sixty Six Thousand only p.a.</b>	:	<b>55,500</b>	<b>6,66,000</b>

Regards,  
Jaro Education

Sushant Mallia  
Sr. Manager-Human Resource

I agree to the above and attached terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_

5<sup>th</sup> October, 2017

To,  
Mr. Radhika gurjar,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year.

On successful completion of probation period your services would be confirmed and you would be re-designated as "**Career Development Executive**".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	23,900	2,86,800
House Rent Allowance	:	7,170	86,040
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
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Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus(Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
<b>Total: Rs. Six Lakh Sixty Six Thousand only p.a.</b>	:	<b>55,500</b>	<b>6,66,000</b>

Regards,  
Jaro Education

Sushant Malliya  
Sr. Manager-Human Resource

I agree to the above and attached terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_

5<sup>th</sup> October, 2017

To,  
Mr. Sanidhya Vijayvargiya,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year.

On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	23,900	2,86,800
House Rent Allowance	:	7,170	86,040
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	1,830	21,960
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Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
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<b>Total: Rs. Six Lakh Sixty Six Thousand only p.a.</b>	:	<b>55,500</b>	<b>6,66,000</b>

Regards,  
Jaro Education

Sushant Malliya  
Sr. Manager-Human Resource

I agree to the above and attached terms & conditions \_\_\_\_\_ Dated \_\_\_\_\_





**OFFER LETTER**

Date: 02/04/2017

Dear Mr. Aakash Malviya,

Further to our discussions we are pleased to extend you an offer to join us as **Executive Trainee**.

You will be paid an Rs. 3,64,400/- per annum (Rupees Three Lakhs Sixty Four Thousand Four hundred only) (3,14,400/- Fixed + 50,000/- Variable)

If any material information comes to the company which impacts the premise based on which the candidate has been selected, the offer can be withdrawn before or after joining.

All matters pertaining to your employment and compensation are strictly confidential and it should be treated as such.

On successful completion of your training period you will be placed in the designated role depending on your performance.


In case if you wish to resign from Services within 1 year of your placement, you shall be liable to pay/reimburse the entire training expenses and salary paid during your tenure.

If you resign from service and terminate this agreement after the expiration of the said period without 60 days prior notice or extended period, you will be liable to compensate to the Company a sum of 60 days salary as liquidated charges.

Any tax liability arising out of your compensation should be borne by you as per the applicable personal Taxation Laws. Request you to confirm your acceptance of this Offer of employment by duly signing and returning us the duplicate copy by 17<sup>th</sup> Mar, 2017.

Please refer to the Annexure attached for the documents to be submitted at the time of joining and your date of joining will be intimated by us through Mail.

For Spandana Sphoorty Financial Ltd.

  
Naveen Kumar Regula  
Manager – Corporate HR



Spandana Sphoorty Financial Ltd.  
CIN - U65829TG2003PLC040648  
Plot No. 21 & 22, Ramu Sainam Towers, Tower A,  
Ground Floor, Financial Dist, Nanakramguda, Hyderabad - 500032  
Ph: 040-4312 6666  
[sphoorty@spandana.co.in](mailto:sphoorty@spandana.co.in) [www.spandana.co.in](http://www.spandana.co.in)



OFFER LETTER

Date: 02/04/2017

Dear Ms. RuchiRaghuwanshi,

Further to our discussions we are pleased to extend you an offer to join us as Executive Trainee.

You will be paid an Rs. 3,64,400/- per annum (Rupees Three Lakhs Sixty Four Thousand Four hundred only) (3,14,400/- Fixed + 50,000/- Variable)

If any material information comes to the company which impacts the premise based on which the candidate has been selected, the offer can be withdrawn before or after joining.

All matters pertaining to your employment and compensation are strictly confidential and it should be treated as such.

On successful completion of your training period you will be placed in the designated role depending on your performance.


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If you resign from service and terminate this agreement after the expiration of the said period without 60 days prior notice or extended period, you will be liable to compensate to the Company a sum of 60 days salary as liquidated charges.

Any tax liability arising out of your compensation should be borne by you as per the applicable personal Taxation Laws. Request you to confirm your acceptance of this Offer of employment by duly signing and returning us the duplicate copy by 17<sup>th</sup> Mar, 2017.

Please refer to the Annexure attached for the documents to be submitted at the time of joining and your date of joining will be intimated by us through Mail.

For Spandana Sphoorty Financial Ltd.

  
Naveen Kumar Regula  
Manager – Corporate HR



Spandana Sphoorty Financial Ltd.  
CIN - U53929TG2003PL0040648  
Plot No. 21 & 22, Ramky Selenium Towers, Tower A,  
Ground Floor, Financial Dist. Nanakrampeta, Hyderabad - 500032  
Ph: 040-4812 6666  
[hr@spandanasfoorty.com](mailto:hr@spandanasfoorty.com) [www.spandanasfoorty.com](http://www.spandanasfoorty.com)



OFFER LETTER

Date: 02/04/2017

Dear Mr. Kamendra Singh,

Further to our discussions we are pleased to extend you an offer to join us as **Executive Trainee**.

You will be paid an **Rs. 3,64,400/- per annum (Rupees Three Lakhs Sixty Four Thousand Four hundred only)** (3,14,400/- Fixed + 50,000/- Variable)

If any material information comes to the company which impacts the premise based on which the candidate has been selected, the offer can be withdrawn before or after joining.

All matters pertaining to your employment and compensation are strictly confidential and it should be treated as such.

On successful completion of your training period you will be placed in the designated role depending on your performance.


In case if you wish to resign from Services within 1 year of your placement, you shall be liable to pay/reimburse the entire training expenses and salary paid during your tenure.

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For Spandana Sphoorty Financial Ltd.

  
Naveen Kumar Rogula  
Manager - Corporate HR



Spandana Sphoorty Financial Ltd.  
CIN - U65929TG2003PLC040648

Plot No. 31 & 32, Ramky Selichum Towers, Tower A,  
Ground Floor, Financial Dist. Nanakramguda, Hyderabad - 500032  
Ph: 040-4812 6666

[care@spandana.com](mailto:care@spandana.com) [www.spandana.com](http://www.spandana.com)





SPECTRUM CONSULTANTS INDIA PVT. LTD.  
780, 1st Cross, 12th Main, HAL 2nd Stage,  
Bengaluru, India 560008 Tel: +91 8040740200  
(30 lines) / Fax: +91 8040740200 Extn:13  
[www.spectrumconsultants.com](http://www.spectrumconsultants.com)  
CIN: U01103KA1911PTC022873

Ms. Aishwarya Pandey,

16 February 2017

Dear Aishwarya,

Further to the discussions we have had with you, we are pleased to offer you the position of **Associate Consultant** with us based in **Bangalore**.

Your gross monthly remuneration will be **Rs.22000/-**. You will also be covered by the benefit policies as existing in the company from time to time.

You are required to join us on **5<sup>th</sup> June 2017** failing which this offer stands cancelled. This offer is subject to the condition that your background verification is cleared as per Spectrum norms.

If any information furnished by you is found incorrect or misleading this offer stands cancelled.

Please furnish the following on joining:

1. 6 Passport size color photographs
2. Photocopies of 10th, 12th, Graduation, Post Graduation marks sheet & Certificates
3. Experience/Relieving Letters & Pay slip from Past employers if previously employed.
4. Name and relationship with nominee for mediclaim and personal Accident Insurance.
5. Emergency contact phone number.
6. Blood group & Photo ID Proof.
7. Copy of Pan card and Aadhar card.
8. Form 16 for the current year from past employer, if previously employed.
9. UAN number from previous employer.

You are required to convey acceptance of the above offer by signing a copy of this offer.

Thanking You,  
For Spectrum Consultants India Pvt Ltd

Accepted

Sharad Dhawan  
Director



**SPECTRUM CONSULTANTS INDIA PVT. LTD.**  
780, 1st Cross, 12th Main, HAL 2nd Stage,  
Bengaluru, India 560008 Tel: +91 8040740200  
(10 lines) / Fax: +91 8040740200 Extn: 13  
[www.spectrumconsultants.com](http://www.spectrumconsultants.com)  
CIN: U01403KA1997PTC022873

Ms. Vidhi Tare,

16 February 2017

Dear Vidhi,

Further to the discussions we have had with you, we are pleased to offer you the position of **Associate Consultant** with us based in **Bangalore**.

Your gross monthly remuneration will be **Rs.22000/-**. You will also be covered by the benefit policies as existing in the company from time to time.

You are required to join us on **5<sup>th</sup> June 2017** failing which this offer stands cancelled. This offer is subject to the condition that your background verification is cleared as per Spectrum norms.

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4. Name and relationship with nominee for mediclaim and personal Accident Insurance.
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6. Blood group & Photo ID Proof.
7. Copy of Pan card and Aadhar card.
8. Form 16 for the current year from past employer, if previously employed.
9. UAN number from previous employer.

You are required to convey acceptance of the above offer by signing a copy of this offer.

Thanking You,  
For Spectrum Consultants India Pvt Ltd

Accepted

Sharad Dhawan  
Director