



Date: 24-11-2023

Subject: Offer of Employment

Dear Anitha M,

Heartiest Congratulations to you!

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

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

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

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VE VKATELIWARA
ARTS AND SCIENCE COLLEGE
GOWRIKAVANUR, CHENNAI - 600 073.



Annexure 1

Date: 24-11-2023

Name: Anitha M

Designation: Executive Trainee

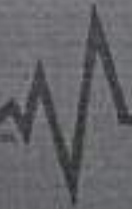
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CTC STRUCTURE		
Components	Per Annum	Per Month
(I) Fixed Pay		
Basic	142,500	11875
House Rent Allowance	85,500	7125
Other Allowance	117,992	9833
Bonus	48,046	4004
(II) Reimbursements		
LTA	11,875	990
Fuel	21,600	1800
Mobile Handset	10,000	833
Total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

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
Mediclaim: INR2,00,000 for self and dependents

B. Kalpana
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PRINCE SHRI VENKAT SWAMY
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHITTOOR - 517 023

**OFFER LETTER**

03rd Aug 2023

Anitha R
Chennai

Dear **Anitha,**

This has reference to your application & subsequent interview with us. We are pleased to appoint you as "**Specialist - Insurance Collections**" in our Organization on the following terms and conditions mutually discussed and agreed upon during your interview with us.

Your Overall Annual CTC shall be **Rs 5,45,343/-** (Rupees Five Lakh Forty-Five Thousand and Three Hundred and Forty Three Only). You shall be joining our Chennai office on or before **07th August 2023**.

Your scheduled date of joining or commencement of employment with the Company shall be on or before **07th August 2023**. The appointment stands automatically terminated or withdrawn thereafter unless the date is modified or extended and communicated to you in writing by the Company.

Please send acknowledged copy of offer letter latest by **03rd August 2023**.

You will be given a detailed letter of appointment on your joining our organization.

Yours faithfully,

FOR BUSINESS INTEGRITY SERVICES PVT. LTD.

HUMAN RESOURCES

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ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

Annexure 1

Salary Working

Name:	Anitha R		
Designation:	Specialist - Insurance Collections	Grade:	E1
	Explanatory Notes	Monthly	Annual
FIXED COMPONENTS (A)			
Basic Pay	50% on TGC	18,731	2,24,775
House Rent Allowance	50% on Basic Pay	9,366	1,12,388
Statutory Bonus	As per the Act	1,892	22,704
Leave Travel Allowance (LTA)*	As per policy	-	-
Special Allowance	Balancing Component	5,674	68,083
TOTAL (A)		35,663	4,27,950
STATUTORY BENEFITS (B)			
Provident Fund (Employer Contribution)	As per the Act	1,800	21,600
Gratuity	As per the Act	-	10,812
TOTAL (B)		1,800	32,412
TOTAL (A+B)		37,463	4,49,550
OTHER EARNINGS (C)			
Retention Bonus (MONTHLY)		3,122	37,462
Festival Bonus (ONE TIME PAYOUT)		1,561	18,731
TOTAL (C)		4,683	56,193
CONDITIONAL ALLOWANCE (D)			
Conditional Night Shift Allowance (US) # 22 days		3,300	39,600
Joining Bonus (Applicable for a window period)		-	-
TOTAL (D)		3,300	39,600
TOTAL (A+B+C+D)		45,446	5,45,343
Approximate Net Take Home Salary		40,076	
BENEFITS			
Personal Accident Cover			10,00,000
Personal Accident Disability Cover			5,00,000
Group Term Life Insurance Cover			10,00,000
Employee Direct Linked Insurance Cover			7,00,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children			1,50,000
DEDUCTIONS			
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Tax Exemption on LTA will be provided as per prevailing IT Rules on production of proofs.			
Applicable only if working in US time zones and is subject to number of days worked.			
Joining Bonus - Applicable for a window period			
Maximum Incentive based on accomplishment of targets & individual performance Rs. 10,750/- per month. (Applicable for staff below "D2")			
Gratuity as per prevailing rules			
TDS applicable for staff falling under the tax slab			

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ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073



Offer Letter

Date : Monday, September 4, 2023

Dear Anitha S ,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Faculty - Biology** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Academics - BTC** department subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (**Annexure A**). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Wednesday, September 13, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, September 13, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Faculty - Biology
Department	Academics - BTC
Employment Type	TLPL - Regular
Work Location	BTC, D.NO.87/1034, SURVEY NO.666,AND 667C,Reliance Smart & Digital Upstairs, SESHADRI NAGAR, Andhra Pradesh-518002

Fixed Compensation: ₹ 380000

Variable Compensation: ₹ 28000

Total Annual Cost to Company : ₹ 408000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, September 13, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Annexure - A

Compensation Details	
Name	Anitha S
Designation	Faculty - Biology
Date Of Joining	Wednesday, September 13, 2023
Annual Cost To Company(CTC)	₹ 408000
Fixed Compensation	₹ 380000
Variable Compensation	₹ 28000
Earnings	
Component Category	Annual
Basic Pay	₹190,000.00
House Rent Allowance	₹95,000.00
PF (Employer Part)***	₹21,600.00
Leave Travel Allowance	₹61,400.00
Adhoc Allowances*	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹12,000.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹358,400.00
Deductions	
PF (Employee's Part)***	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)**	₹336,800.00

*Adhoc Allowances (if any) provide an array of tax benefits, please refer to the Annexure B for details
 **Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your take-home salary would be Total Annual Net Pay - Taxes.
 ***PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned CTC.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

Key Points

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund

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ISO 9001 Certified Company

Date: 16-05-2023

Dear Mr. Antony Princeton J

Sub: Offer letter for the post of Embedded Trainee

With reference to your application and the subsequent interview held, we have pleasure in making an offer of appointment to you as Embedded Trainee in Beta Technologies Ind. Pvt. Ltd. You will be paid an annual CTC of Rs. 3,10,000/- (Rupees Three Lakhs and Ten Thousand Only) and a detailed structure of the same will be given later. This offer takes effect from your date of joining.

You will be on training for a period of six months followed by six-month probation. Your confirmation will be based on your performance. You will be governed by all rules, regulations and benefits laid down by the Beta Technologies Ind. Pvt. Ltd from time to time as applicable to your cadre.

We look forward to your valuable contribution towards taking Beta Technologies Ind. Pvt. Ltd to greater heights.

For BETA TECHNOLOGIES IND. PVT. LTD.

L. Ramesh
CEO - Managing Director
Beta Technologies India Pvt. Ltd
Coimbatore - 641 012.



B. Kalpana
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 012.



April 12, 2023

Dear Antony Roshan,

Welcome to VDart Group!

Thank you for exploring career opportunities with VDart Group. You have successfully completed our initial selection process and we are pleased to offer you a position of **Associate-Global Finance** with VDart Group, on the following terms and conditions

You will draw a CTC of **2,25,500 (Two Lakh twenty five Thousand five hundred Only)** per annum excluding statutory deductions

- You will be entitled to Leave, Gratuity, Medical Insurance etc. in accordance with the Law / Company Policy from time to time
- Your initial place of posting will be at **VDart Technologies, No.199/90, Dr Radhakrishnan Salai Road, Dwarka Colony, Mylapore, Chennai - 600004** and your actual place of posting will be communicated to you later and you will report for duty on **June 2, 2023**
- This letter of offer is subject to completing other joining formalities as specified and also successful completion of BGV. In case if there are any discrepancies then the offer will be void based on company policy. Upon completion of above said a detailed appointment letter will be given within one week from your joining.
- **Annexure 1** will cover the Compensation break-up and mandatory documents required for joining
- **You are required to submit your PAN / Aadhar number to HR on your joining**

We look forward to you joining with our team. We are sure that you will have a long, rewarding and fulfilling career with our company.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

MohanaSundaram
Assistant General Manager - HR

B. Kalpane
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

SYLPOX Technologies

February 06, 2023

Anu M

Dear Anu,

Congratulations!!!

We are pleased to offer you a position of "Business Analyst - Trainee" at Sylpox Technologies Pvt. Ltd., Chennai. You shall be on a probation period of six months from the date of joining the company. On completion of probation period and subject to your performance being found satisfactory, you shall be confirmed by a letter to this effect, furnished to you by management. Company reserves the right to prepone, postpone or cancel the joining due to unforeseen circumstances.

Please find the details as below.

Start Date: June 21, 2023

Working Hours: The normal working hours are 11:00 a.m. to 8:00 p.m. with 45 minutes lunch break Monday through Saturday. However, due to business exigencies employees may be required to work at different timings which may be prescribed by the manager from time to time.

Location: Chennai

Compensation: INR 28,000/month

Responsibilities: You shall be required to carry out all such duties as may be assigned by Tech Lead/mentor or immediate supervisor from time to time. Your employment will embrace functions, activities, and duties reasonably necessary, incidental, and ancillary to you by the Company. Any change of such capacity and/or such function by Company will not vitiate or otherwise affect the validity of this agreement. You shall be required to comply with all the policies, and guidelines of Promatics. All the policies and guidelines will be shared with you on the day of your joining.

Terms and Conditions: You shall be required to be in employment with company for at least twelve months after your joining. In case of breach of contract, no pending dues and experience certificate shall be provided by the company.

B. Kalpana
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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073

Sylpox Technologies Private Limited, Promatics House, Bahadur Road, Chennai, India.

SYLPOX

Technologies

Notice of Termination: In case of unsatisfactory performance or misconduct, Company reserves the right to terminate (immediate) your services at any point of time. No certificates shall be issued in such cases. After completion of twelve months, an employee can discontinue the services but by serving a notice period of minimum 30 days.

You also understand and agree in any case serving at least 30 days notice which can be extended if required, is mandatory to ensure the proper handovers of the projects and other properties of the organization assigned during your employment in order to avoid monetary damages to the company.

Company has all the rights to challenge you in the court of law if you fail to serve 30 days notice to the organization and don't complete the relieving formalities which are required to retrieve all the confidential data, project source code and other properties assigned to you during employment to recover the damage you caused.

Perquisites/ Documentation: Scanned copies of following documents need to be sent at hr@promaticsindia.com within next 2 days after the offer is extended :-

- 1) All academic certificates (Class 10th onwards)
 - 2) Degree or provisional degree in case degree not received yet
 - 3) Identity & residence proof (Aadhar card or voter id card or passport or any government authorized valid id proof)
 - 4) Signed copy of sent offer letter
 - 5) PAN card
 - 6) Experience certificate, salary slips from all the employers worked with (if any)
- Please note that 3 passport size photographs candidate needs to submit on joining day and acknowledge your acceptance of this offer by submitting above said documents. Please note that your joining with us is contingent upon your furnishing to us bonafide documents and accurate information and will be null and void at the management's discretion if any fabrication is discovered at any point of time.

Regards,



Aakash Deepak
duly authorized for and on behalf of
Sylpox Technologies Private Limited

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

December 15, 2023

Offer of Employment

AnumolY

Email id: anumoly2451@hotmail.com

Mobile No.: +91-7702669329

Dear AnumolY

Thank you for exploring career opportunities with BlueOrbit Technology Pvt Ltd. You have successfully completed our initial selection process and we are pleased to make you an offer with below terms and conditions.

Designation	Trainee – Business Data Analyst
Compensation	You shall be compensated at the rate Rs. 5,50,000/- (Rupees Five Lakhs and Fifty Thousand Only) per annum subject to all applicable taxes and other statutory deductions.
Acceptance of offer	To be confirmed by email to HR Team (bpandurangan@hexalytics.com) within 3 days. If not accepted within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
Expected date of Joining	Post your acceptance, this offer letter is valid till your expected date of Joining is on or before December 21, 2023 and reporting time is 10.00 AM.
Appointment letter & Employment Agreement	Your Appointment Letter will be issued and you will be required to execute an employment letter on the date of joining. The joining formalities and induction will be carried out in our Chennai Office/ Virtual On boarding . Benefits will be as per company's policies and will be detailed during on boarding.
Non-Compete/Disclosure/Solicitation	You will be required to execute the Noncompete/ Disclosure and Solicitation Agreement, which among other things specifies that: <ul style="list-style-type: none">• For a period of one year after termination of your employment you will not<ul style="list-style-type: none">• Directly or indirectly solicit to provide or provide any professional services such as those provided by the Company", for anyone who was a client of the Company at any time during the twelve months prior to the termination.• Directly or in directly, without prior written consent of the Company, solicit employment for yourself or any company or entity with which you may be associated, any employee of the Company or otherwise disrupt, impair, damage or interfere with

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PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

	<p>the Company's relationship with its employees.</p> <ul style="list-style-type: none"> • Upon termination of your employment, you will not remove, retain, copy or utilize any confidential, privileged or proprietary information, trade secrets or other properties of the Company including, but not limited to, manual and software files, client lists, materials and data.
Works for Hire and Intellectual Property	<p>You will be required to execute the Intellectual Property Agreement with the company, which among other things specifies that:</p> <ul style="list-style-type: none"> • You agree that all the work you do for the company, in pursuance of this employment, are Works for Hire and the company retains intellectual property in all the inventions, discoveries and development that you do or identify during the course of and in direct connection with the employment. You agree to fully cooperate with the company in filing any patents or copyrights that the company may want to pursue relating to any such discoveries, inventions, designs and/or developments that may be made.
Soft Copy of Documents to be shared one week before the expected joining date to HR	<ul style="list-style-type: none"> • All educational certificates (from 10th till Higher Graduation) • Additional Certifications, if any • Offer, Experience/relieving letters of all companies • Last 3 salary slips from your previous organization • One Passport size photograph • PAN, Passport and Aadhaar

We are looking forward to a long-term, mutually rewarding association between us, and take pleasure in welcoming you on board.

Sincerely,

For BlueOrbit Technologies Pvt Ltd.,

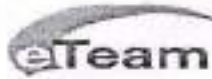


Anand Thiagarajan

Vice President - Human Resources

B. Kalpana
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 ARTS AND SCIENCE COLLEGE
 GOWRIVAKKAM, CHENNAI-600 073.

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eTeam Info Services Private Limited

Date: 5 May 2023

Anushiya R
No.75, Marimalai adigalar Street, Kannagi Nagar,
Chennai, TN 600054

Dear Anushiya R,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Transaction Processing Representative". You are expected to join on or before "8 May 2023", failing which, eTeam reserves the right to rescind this letter.

You will work out of our client Accenture and your Annual Cost to Company (CTC) will be CTC 4,80,000/- (Four Lakh and Eighty Thousand Rupees Only) as detailed in Annexure "A".

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which would be amended from time to time.

1) DOCUMENTS

You shall produce at the time of starting employment (or within one week thereafter) the documents to the Company as mentioned below. Any delays in submitting the requested documents, it may affect your joining or processing your first pay.

This appointment is offered based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false information or withholding pertinent information, the Company will be free to terminate your service at any time without notice.

- Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

II) SALARY

- a) Your annual remuneration is as specified in Your Appointment Letter.
- b) This compensation package has been customized for you after taking into account your qualifications, and relevance of experience and your role and responsibilities.
- c) You will be required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.
- d) In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and Expected not to dodge.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOVINDAKKAM, CHENNAI - 600 073.



eTeam Info Services Private Limited

Entitlements: All entitlements listed below are Subject to Company Policies, Procedures and guidelines that may be in force or as Issued/Changed from time to time. All perquisites and income Tax Act, 1961, which may be applicable, Including tax on perquisite value.

Rupees (Four Lakh and Eighty Thousand) Only (Per Annum)

- Incentive/Referral/Reimbursement/Bonus or any other variable amount is payable subject to the employee's performance as per Company policies and at the sole discretion of the Company's management.
- Please note that first salary for those who join after the 25th of the month will be processed in following month's payroll cycle post receipt of your complete set of documents.
- Any tax implication arising out of the above structure to the borne by the employee.
- Income tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.

Yours Truly

For eTeam Service Private Limited

Priyanka Mahajan

Senior Executive - HR

Agreed and Accepted by

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GUWRIVAKKAM, CHENNAI - 600 073.



eTeam Info Services Private Limited

Date: 5 May 2023

Anusuya S

No. 33B, Rajarajeshwari Street, Chitlapakkam
Chennai, TN 600064

Dear Anusuya S,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Transaction Processing Representative". You are expected to join on or before "8 May 2023", failing which, eTeam reserves the right to rescind this letter.

You will work out of our client Accenture and your Annual Cost to Company (CTC) will be CTC 4,80,000/- (Four Lakh and Eighty Thousand Rupees Only) as detailed in Annexure "A".

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which would be amended from time to time.

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This appointment is offered based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false information or withholding pertinent information, the Company will be free to terminate your service at any time without notice.

- Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

II) SALARY

- a) Your annual remuneration is as specified in Your Appointment Letter.
- b) This compensation package has been customized for you after taking into account your qualifications, and relevance of experience and your role and responsibilities.
- c) You will be required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.
- d) In the similar way, when deputed to work/interact at the client site, you are expected to maintain full confidentiality regarding your salary packages and Expected not to dodge.

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



Entitlements: All entitlements listed below are Subject to Company Policies, Procedures and guidelines that may be in force or as issued/Changed from time to time. All perquisites and income Tax Act, 1961, which may be applicable, including tax on perquisite value.

Rupees {Four Lakh and Eighty Thousand} Only {Per Annum}

- Incentive/Referral/Reimbursement/Bonus or any other variable amount is payable subject to the employee's performance as per Company policies and at the sole discretion of the Company's management.
- Please note that first salary for those who join after the 25th of the month will be processed in following month's payroll cycle post receipt of your complete set of documents.
- Any tax implication arising out of the above structure to the borne at the employee.
- Income tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.

Yours Truly

For eTeam-Service Private Limited

Priyanka Mahajan

Senior Executive - HR

Agreed and Accepted by

PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiveva
Nagar Bangalore 560005

optum.com

20-02-2023

Anusuya Sri G V,
No-36, Ganapathy Nagar, Sithalapekkam
Chennai, Tamil Nadu, 600126.

Dear Anusuya Sri G V,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Health and Technology (India) Private Limited ("the Company") in the position of Junior Coder - MCC at the Company's office located at Chennai, on the terms and conditions set out hereinafter:

EMPLOYMENT

Your effective date of joining shall be no later than 20-06-2023. Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company's policies in this offer letter means OHT-Epi Source policies.

PROBATION

You shall serve a minimum probation period as follows from the date of your joining the Company ("Probation") following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies whereof shall be made available to you upon request, but which otherwise are available on the Company's website or HRMS portal.

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiveva Nagar Bangalore-560005

CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email: hrcontact@optum.com, Website: www.optum.com

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
SITHALPEKKAM, CHENNAI - 600126



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

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and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of Optum Health and Technology (India) Private Limited. We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to Optum Health and Technology (India) Private Limited. On your first day of employment, please report to our office located at Prince Infocity 2 It Park (9th Floor) at Chennai along with the documents as mentioned in the Appendix 'Z'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

Anusuya Sri G V, we thank you for considering Optum Health and Technology (India) Private Limited as your future employer! We have bold objectives:

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do your life's best work.TM

For Optum Health and Technology (India) Private Limited

Manjula Palanisamy
Vice President - Human Resources

I accept this letter of appointment on the terms and conditions as described herein.

ACKNOWLEDGEMENT:

Date: 19/06/2023

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

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PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



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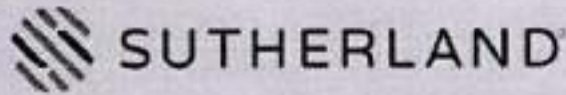
Current Compensation Structure

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaime Insurance	7,044	584
ESIC	5,751	479
Other Allowances	45,234	3,770
CTC	2,11,397	17,616
Total CTC	2,11,397	

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GOWRIVAKKAM, CHENNAI - 600 073.



06/06/2023

Dear ARAVIND,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions, you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that your employment with us is contingent on subject to successful clearance of background verification. You need to submit all relevant documents for background verification within seven (7) days from the date of appointment letter. In case you fail to submit the documents within the prescribed period, we will initiate necessary action against you as deemed as appropriate by the Company including but not limited to revoking of this offer letter without any further liability to Company. You are requested to join us on or before **06/06/2023** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs. INR 235,000.00** /- per annum (**Rupees Two Lakh Thirty-Five Thousand Only**), the details of which are given in the annexure of the appointment letter.

You shall report to **Jobbin Chandran** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GUWHYAKKAM, CHENNAI 600 073.

Sutherland Global Services Private Ltd.

Annexure

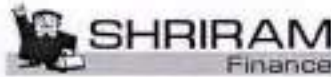
Name of the Employee: ARAVIND,
Designation: Associate-CS Internet
Date of Joining: 06/06/2023
Level: Level 1

Components	Rs. Per month	Rs. Per annum
FIXED PAY		
Basic Salary	5,496	65,949
House Rent Allowance	2,748	32,975
Bonus	2,209	26,513
Special Allowance	5,249	62,988
Gross Salary (A)	15,702	188,425
PERFORMANCE INCENTIVE (B)		
Performance Incentive	2,750	24,750
STATUTORY BENEFITS AND INSURANCE (C)		
Employer's Contribution to PF	1,555	18,654
Gratuity	264	3,171
CTC (A + B + C)	19,583	INR 235,000.00
Net Salary (Gross-PF-ESI)	14,030	168,358
Potential Earning (Net Salary + Performance Incentive)	16,780	193,108

Performance Incentive (Fresher) - You will become eligible for PI, after completion of 2 calendar months from your start date at Sutherland. Your PI will be paid against achievement on the target/s set by the company, on a time-to-time basis. PI is processed and paid 60 days from the completion of the performance period.

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



December 16, 2023

Ref No: CAN088042

Mr. ARAVINDAN R

39/24 B, Kurambar Street -2 Tambaram,
Chennai,

Tamil Nadu-600045.

Nob No.: 7094567002

Dear Mr. ARAVINDAN R

SIIB: EMPLOYMENT OFFER AS "BUSINESS EXECUTIVE"

This refers to your application & to the subsequent interview you had with us. In this connection, we are pleased to offer you the post of "BUSINESS EXECUTIVE" in the grade of "OP3" in our organization on the following terms and conditions.

6. Your Place of Posting will be at our **THIAGADURGAM** located at, KARUR VYSYA BANK UPSTAIRS, ANNA NAGAR, PRITHIVIMANGALAM, THIYAGADURUGAM, KALLAKURICHI DT, THIAGADURGAM-606202.
7. You shall be responsible for growth & development of our commercial Vehicle Finance Business and Recovery of the territory allotted to you.
8. You will report to the **Branch Head** and shall carry out all assignments as delegated to you from time to time.
You will be paid a total remuneration of **Rs. 2,80,320/- p.a.** The Break-up of which is enclosed.
8. You will be entitled for performance based Incentive as per company's policy, which will be released at the sole discretion of the management.
9. You will be entitled for Gratuity as per statutory rules.
10. You shall produce the following mandatory documents on the date of joining.
 - a. Passport Size Photos-4 nos.
 9. Copy of Pan card & Aadhaar card (compulsory).
 10. Copy of Address ID proof.
 11. Copy of Educational Qualification (Internet copies of the marksheet are not acceptable). a. Relieving & Experience Letter from Current Employer for Experienced Candidates.
 10. Proof of latest 3 months payslips (if applicable).
 11. Copy of Driving License is mandatory.
 12. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.
 13. Form 11, Employment Form fully filled up (Attached herewith in the Joining Kit).
- (i) Candidate with prior experience has to submit proof of UAN and ES numbers (Previous Employer) mandatorily failing which Employment will not be considered till the submission of the same. You are also requested to submit E-Aadhar details displaying the number clearly in order to validate with UAN/Other Submissions.

The offer is being made on the particulars of your qualifications, training, experience, age present or previous remuneration and benefits etc. furnished by you in your bio-data/ application for employment in our organization. Should any of the particulars furnished by you be found to be incorrect, and/or any of the documents/certificates submitted by you is found to be not genuine, your services shall liable to be terminated without any notice or notice pay in lieu of notice or any terminal benefits.

This Offer of Employment is valid for a period of 30 days only and the above specified documents along with respective original certificates for verification are mandatorily required to be produced on Date of joining. Any delay in submission, your DATE OF JOINING shall be modified as per statutory regulations. Failure on your part to submit the documents, this offer of employment shall stand automatically cancelled and withdrawn.

We will appreciate if you could send us a confirmation that these terms and conditions are acceptable to you and would join us at the earliest with intimation to **KRISHNAMOORTHY G-DEPUTY MANAGER- KRISHNAMOORTHY.G@STFC.IN(9952599234)**.

Please sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

For **SHRIRAM FINANCE LIMITED**

A. GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.




REMUNERATION DETAILS OF MR.ARAVINDAN R
(BUSINESS EXECUTIVE - OP3)

S.NO.	COMPONENTS	AMOUNT MONTHLY	AMOUNT YEARLY
1.	BASIC SALARY	5500.00	66000.00
2.	HOUSE RENT ALLOWANCE	2000.00	24000.00
3.	MEDICAL ALLOWANCE	1250.00	15000.00
4.	EDUCATION ALLOWANCE	200.00	2400.00
5.	OTHER ALLOWANCE	4260.00	51120.00
6.	VEHICLE ALLOWANCE	2000.00	24000.00
7.	PETROL ALLOWANCE	5000.00	60000.00
8.	TELEPHONE ALLOWANCE	500.00	6000.00
	GROSS	20710.00	248520.00
9.	INSURANCE BENEFITS	250.00	3000.00
10.	PROVIDENT FUND	1800.00	21600.00
11.	BONUS/EXGRATIA	1100.00	13200.00
	CTC	23860.00	286320.00

NOTE:

1. Item on Sr.No. 1 to 8 shall be paid through payroll.
2. Item on Sr.No. 9 shall be towards insurance benefits.
3. Item on Sr.No. 10 is company's contribution towards your Provident Fund.
4. Item on Sr.No. 11 as and when declared.

For SHRIRAM FINANCE LIMITED


A.GANESH
SENIOR VICE PRESIDENT

(Accepted)

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
COVVRIVAKKAM, CHENNAI-600 073.

Aug 25, 2023

Mr K ARJUN

arjun2001567@gmail.com

Candidate Id: CN20230378

Dear K ARJUN,

Further to our interactions with you, we are pleased to offer you the position of **Associate Trainer** in our **Skill Development Division**.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute. Your date of joining will be **29 August 2023**. Your base location will be **Chennai**.

The period from your joining date to your course completion will be treated as an **internship**. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance up to **Rs.1500/-**. Your notice period during this period is **15 days**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate Trainer** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure 1. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than **5 days** from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

B. Kalpana
PRINCIPAL

**PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073**

Annexure I: Annual Compensation Structure

Name	Mr K ARJUN	Position & Department	Associate Trainer
#	Components of Total Fixed Pay		Per Annum (In INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group accidental policy for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 - D Career Education Pvt Ltd.

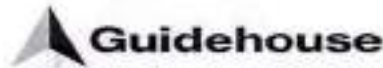
Arumugam N Vadivelu
Arumugam N Vadivelu
HR Business Partner

Arjun
14/11/23
ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Tivandrum-695581, Kerala, India Phone: +91-471-2700680

July 9, 2023

M.Arokia Shiny

Subject: Offer of Employment

Dear Arokia Shiny,

We thank you for exploring career opportunities with Guidehouse India. You have successfully completed our selection process and we are pleased to make you an offer of employment.

You have been selected for the position of **Junior Process Associate**, Your Cost to Company, CTC, which includes all benefits, will be **Rs.550,008** per annum as detailed in Annexure-I.

Your appointment is effective from the date of joining, which shall be on or before **July 18 2023**.

Your initial place posting will be at the temporary office in Chennai (The Hive, SRP Stratford, No.5, Rajiv Gandhi Salai, Kottivakkam, Chennai - 600 041). However, during your employment with us, depending upon the requirements of Company's business, you may be posted / transferred to any other units, group companies, offices, or clients of the group, either in existence or would come into existence, either in India or abroad at the sole discretion of the Company.

Guidehouse India operations are on a 24/7 schedule which means that you will periodically be required to work night shifts. In addition, if the situation so demands, you may sometimes be called upon to extent your normal work shift into the next shift.

You will be on a six (6) month probation period from the date of your joining. Upon successfully completing the probation period and after an evaluation of your performance, your service continuation may then be confirmed writing by management.

In the event you tender your resignation with the company, you will be required to give 3 months' notice or an amount equivalent in lieu thereof.

You will also execute a Service, Non-Disclosure and Confidentiality Agreement as applicable to employees of your category, from time to time which aims to protect the intellectual property right and business.

At the time of your joining kindly bring the following original documents for verification along with a photocopy, which would be retained for our record.

1. Photographs (8 passport size plus - stamp size)
2. S.S.L.C and H.S.C Mark sheets or equivalent
3. Graduation / Post Graduation certificate and mark sheets for all semester.
4. Relieving Letter/Service Certificate (if employed previously)

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
KANNIYAKUMAR, CHENNAI



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO16993

Regd. Office 3rd Floor, Bhavani Building, Phase 1, Technopark, Trivandrum-695581, Kerala, India Phone: +91-471-2700680

5. Passport/Proof of Address

6. Form 18 along with earning certificate for IT purpose

7. PAN card

8. Aadhaar card

Your employment will be subject to a background check in line with Guide house India background check policy. A specially appointed agency will conduct external background checks which in general would be completed within one month of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of service without notice.

Kindly confirm your acceptance of this offer by accepting in the system within seven (7) working days of receiving this letter. Please indicate your date of joining via email to your recruiter. Failure to accept and provide a date of joining within the seven-day timeframe will cancel and void the offer

Best wishes for a long, happy and rewarding career with us.

Sincerely yours,

Saji Zacharia,
Director-HR

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



Dear Arthi T,

Greetings from **Dvara Kshetriya Gramin Financial Services Private Ltd!!!**

We are pleased to make you an offer of appointment as Business Support Executive at Tambaram for Dvara KGFS. You are requested to join the company on 24-07-2023.

You will be entitled to a Cost to Company of Rs. 1,45,200.00 (ONE LAKH FORTY FIVE THOUSAND TWO HUNDRED ONLY) comprising the following: - Basic, HRA, Allowances, LTA and retirement benefits, which include Provident Fund and Gratuity as per company policy.

We also have tax friendly component which you may choose for exempting from TDS. This includes Car Maintenance, Attire Allowance, Professional Pursuit Allowance and other such components. These components which you choose will be carved out of the special allowance above mentioned.

In addition to this you will also be eligible for

- i) Mobile & Data card connection as per company policy
- ii) Medical Insurance for self and Family
- iii) Group Personal Accident Insurance & life insurance for self

Please confirm your acceptance by replying this mail to the undersigned. Acceptance letter and all future correspondence should be addressed to Human Resource Department.

Your appointment in the company shall be subject to the verification of the document submitted. If in case the documents submitted are fictitious and poor reference feedback received, under such circumstances your offer shall get revoked without giving you any further reason.

You are requested to kindly submit the following documents before you join the company. The appointment is subject to reference check being done by us. You are also required to send self-attested copies of the documents, as mentioned below, along with the duly-signed offer letter.

Certificates / Documents

1. Certificates:
 - a. Tenth Standard Mark Sheet and Passing
 - b. Twelve Standard Mark Sheet and Passing
 - c. Graduation Mark Sheet and Passing
 - d. Post Graduation (If any) Mark Sheet and Passing
2. Experience / Relieving Letter
3. Acknowledged Resignation Copy
4. Last 3 months Pay Slip / Proof of Last drawn salary & last 3 months bank statement
5. Photo Identification (2 Copies) (Example: PAN Card, Aadhar Card & Driving License)

We look forward having you on board!!!

Huma Tariq

Huma Tariq
Chief Human Resources Officer

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

optum.com

20-02-2023

Arul Murugan Velayutham,
No-34/67 Mahalakshmi Nagar,
Chennai, Tamil Nadu, 600073.

Dear Arul Murugan Velayutham,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Health and Technology (India) Private Limited ("the Company") in the position of Junior Coder - MCC at the Company's office located at Chennai, on the terms and conditions set out hereinafter:

EMPLOYMENT

Your effective date of joining shall be no later than 20-06-2023. Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company's policies in this offer letter means OHT-Epi.Source policies.

PROBATION

You shall serve a minimum probation period as follows from the date of your joining the Company ("Probation") following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, handcopies whereof shall be made available to you upon request, but which otherwise are available on the Company's website or HRMS portal.

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74510KA2005PTO036515, Phone +91 80 4257300 Email: incontact@optum.com, Website: www.optum.com

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

optum.com

and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of Optum Health and Technology (India) Private Limited. We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to Optum Health and Technology (India) Private Limited. On your first day of employment, please report to our office located at Prince Infocity 2, It Park (9th Floor) at Chennai along with the documents as mentioned in the Appendix 2. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

Arul Murugan Velayutham, we thank you for considering Optum Health and Technology (India) Private Limited as your future employer! We have bold objectives:

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do your life's best work.[™]

For Optum Health and Technology (India) Private Limited

Manjula Palanisamy
Vice President - Human Resources

I accept this letter of appointment on the terms and conditions as described herein.

ACKNOWLEDGEMENT:

Arul Murugan

Date: 20/6/23

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email: hr@optum.com Website: www.optum.com

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

optum.com

Current Compensation Structure

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaime Insurance	7,044	584
ESIC	5,751	479
Other Allowances	45,234	3,770
CTC	2,11,397	17,616
Total CTC	2,11,397	

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005
CIN: U74910KA2005PTC036515, Phone +91 80 4257300 Email: incontact@optum.com, Website: www.optum.com

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIKANNAM, CHENNAI - 600 011

Date: 24th August, 2023

Dear ArulMathi E,

Subject : Offer letter of employment as **Business Development Executive**.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company (CTC) will be **Rs. 420,000** (Rupees Four Lakh Twenty Thousand Only) Per Annum and other terms of service shall be as per the discussion you had with us. The compensation details are as follows -

Components	Per Annum	Per Month
Basic Salary	210,000	17,500
HRA	105,000	8,750
Special Allowances	65,904	5,492
Employer's Contribution to EPF	21,600	1,800
Statutory Bonus	17,496	1,458
Total CTC Per Annum	420,000	35,000

We would expect you to join as early as possible but not later than **03-Oct-2023** at the office located at **Bangalore, Karnataka** beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Your services are transferable, with reasonable notice, to any location in India or overseas where the company conducts its businesses, or to any subsidiary, associate or group company whether now existing or yet to be formed. Such transfer / deputation will be according to the rules of the company in force at that time.

During the term of your employment, should you desire to leave the services of the Company, you will have to give to the Company one month' notice or salary in lieu thereof. Similarly, the Company shall be entitled to terminate your employment at any time by giving you one month' notice or salary in lieu thereof. However, the Company may terminate your employment with immediate effect by a notice in writing (without payment of salary) in the event of your misconduct, negligence, fraud, breach of terms of employment or Company policy, criminal conviction and prolonged unauthorized absence.

B. Kalpana
PRINCIPAL

**PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.**



Extramarks Education India Private Limited

9th Floor, Urmila Business Park, A-95B,
Sector 136, Noida, Gautam Budh Nagar,
Uttar Pradesh 201304

You agree, acknowledge, and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead!

Sincerely,

Sungkrityanjou Khan

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before 03-Oct-2023.

Arul Mathi E.
Accepted

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Offer Letter

21st Nov, 2023

Arun Kumar V
No. 12 A, Anna Cross Street,
Selaiyur, Tamil Nadu

Dear Arun Kumar,

This has reference to our meeting & subsequent telephonic discussions.*

We are pleased to offer you the position of Data Analyst with our organization on discussed and agreed terms.

Your compensation will be as per the annexure attached.

A detailed service agreement will be shared with you at the time of joining. Your joining date is 04th Dec 2023.

To complete our records, you would need to bring the following with you on the date of joining:

- Certificate of your last educational qualification in original
- Relieving letter from your last assignment
- A resume with identification document (Passport/Driving License)
- Photocopy of residence proof
- Photocopy of PAN card (2 copies)
- 5 passport size photographs
- Aadhar Card (2 copies)
- Cancelled Cheque
- Photocopy of Driving License (2 copies)


Please sign a duplicate copy of this letter in token of your acceptance of the said terms.

Looking forward to working along with you.

For Sewell's Group India Private Limited,




Priya Sharma
HR Manager


Principal
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073

MSX International
104, Building No-7,
1st Floor, Sector 2, Millerium
Business Park, MIDC, Mahape,
Navi Mumbai-400701, India
Tel: +91 22 6735 4900
E-mail: info@msxi.com
Sewell's Group India Private Limited
CIN No. U74999MH2002PTC135618

Compensation Offer Sheet

Name: Arun Kumar V

Position: Data Analyst

Grade: 4

Joining Date: 04th Dec 2023

Compensation Details:

Item	Offered (INR on Annual Basis)
Basic	241,710
HRA	120,855
Development Fee	54,755
Cell Allowance	12,000
Leave Travel Allowance	24,000
Gross Salary	463,320
Employer's contribution towards PF	21,600
Group Insurance Premium	8,500
Total CTC	483,420

- Cell (Rs. 1000/- per month). If your cell bill exceeds Rs. 1000, the excess amount would be reimbursed in case the excess amount is equal to amount spent for business calls.
- LTA will be paid along with your monthly salary and tax benefit will be applicable as per Income Tax act.
- Group Health insurance premium (paid on behalf by the Company Premium amount Rs.8500/). Medi claim coverage of Rs. 400000 for the employee, spouse and two dependent kids.
- Personal accidental policy with Coverage of Rs. 1000000 paid by the company.
- The CTC amount is prior to the income tax deduction. Income tax will be deducted from the CTC as per the relevant tax slabs and the investment declared by the employee.

Agreed and Signed

Arun Kumar

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI 600 073.



ISO 9001 Certified Company

Date: 16-05-2023

Dear Ms.Aruna V

Sub: Offer letter for the post of Embedded Trainee

With reference to your application and the subsequent interview held, we have pleasure in making an offer of appointment to you as Embedded Trainee in Beta Technologies Ind. Pvt. Ltd. You will be paid an annual CTC of Rs. 3,10,000/- (Rupees Three Lakhs and Ten Thousand Only) and a detailed structure of the same will be given later. This offer takes effect from your date of joining.

You will be on training for a period of six months followed by six- month probation. Your confirmation will be based on your performance. You will be governed by all rules, regulations and benefits laid down by the Beta Technologies Ind. Pvt. Ltd from time to time as applicable to your cadre.

We look forward to your valuable contribution towards taking Beta Technologies Ind. Pvt. Ltd to greater heights.

For BETA TECHNOLOGIES IND. PVT. LTD.

L. Ramesh
CEO - Managing Director
Beta Technologies India Pvt. Ltd
Coimbatore - 641 012.



B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Date : 12th June , 2023

Private & Confidential

To,
Ashok Kumar,

Subject: Offer Letter

Dear Ashok Kumar,

It gives us great pleasure to welcome you to be a part of Expertrons Technologies Pvt. Ltd. family.

Further to your application and subsequent interview, we are pleased to offer you the position of **Business Development Executive**. Your date of joining would be **15th June 2023**.

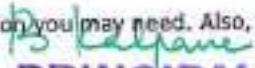
We will be offering you this position at an emolument of **Rs. 4,20,000 (Four Lakhs Twenty Thousand Only) per annum**, which includes a **(Fixed Gross Monthly Component of Rs. 27,500/- Fixed Incentive (disbursed quarterly) Component of Rs. 2,500/- and Monthly Variable Component of Rs. 5,000/-) per month** consolidated as mentioned in Annexure A. The organization currently adheres to a **two months' probation period**. During this time you should evaluate the position to make certain it satisfies your job expectations and needs while management evaluates your suitability for the position.

We believe that our team is our biggest strength and we take pride in hiring **ONLY** the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful job experience with **Expertrons**.

Your appointment will be governed by the terms and conditions presented in **Annexure A**.

In addition to the key policies mentioned on the following pages, you will also be required to abide by the internal company policies that are in force and amended from time to time. The detailed policies can be found on our HRMS. Please go through them immediately upon joining.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.


PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Expertrons
Inspire Success

@expertrons

@expertrons

@expertrons

26. Preceding, during and succeeding the period of employment, (i) you agree that you will not disparage or criticize the Company or its Affiliates, or their respective businesses, management, directors, business practices, or equity holders (the "Company Entities") and that you will not otherwise do or say anything that could disrupt the good morale, or otherwise harm the interests or reputations, of the Company Entities and (ii) you agree that you will not disparage or criticize the product, services or the offerings of the company on any public forum, blogs, social network etc. In case of breach of this clause, the company will be liable to take legal action against you.

27. You need to report to the office, Address: B1 - 401, Kanakia Boomerang, Chandivali Farm Road, Yadav Nagar, Chandivali, Powai, Mumbai, Maharashtra 400072.

I have negotiated, agreed, read, and understood all the terms and conditions of this job letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Congratulations!

Warm Regards,

Krishna

Krishna Sapariya
HR Manager

Date: 15-06-24

Name: Ashok Kumar

Place: CHENNAI

Signature: *Ashok Kumar*

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.





Date: 24-11-2023

Subject: Offer of Employment

Dear Ashok Kumar S,

Heartiest Congratulations to you!

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

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

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

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

B-kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 473

Annexure 1
Date: 24-11-2023

Name: Ashok Kumar S

Designation: Executive Trainee

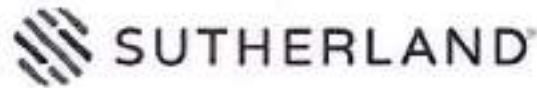
Band: J2

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

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Mediclaim: INR2,00,000 for self and dependents

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATACHANDRAN
ARTS AND SCIENCE COLLEGE
 GOWRIYAKKAM, CHENNAI - 600 076.



09/06/2023

Dear ASHWINI,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions, you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that your employment with us is contingent on subject to successful clearance of background verification. You need to submit all relevant documents for background verification within seven (7) days from the date of appointment letter. In case you fail to submit the documents within the prescribed period, we will initiate necessary action against you as deemed as appropriate by the Company including but not limited to revoking of this offer letter without any further liability to Company. You are requested to join us on or before **09/06/2023** on the following terms and conditions.

Your place of posting will be initially at **Chennai**. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs. INR 235,000.00** /- per annum (Rupees **Two Lakh Thirty-Five Thousand Only**), the details of which are given in the annexure of the appointment letter.

You shall report to **Jobbin Chandran** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

P. S. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GUJRIVAKKAM, CHENNAI - 600 073.

Sutherland Global Services Private Ltd.

Annexure

Name of the Employee: ASHWINI,
Designation: Associate-CS Internet
Date of Joining: 09/06/2023
Level: Level 1

Components	Rs. Per month	Rs. Per annum
FIXED PAY		
Basic Salary	5,496	65,949
House Rent Allowance	2,748	32,975
Bonus	2,209	26,513
Special Allowance	5,249	62,988
Gross Salary (A)	15,702	188,425
PERFORMANCE INCENTIVE (B)		
Performance Incentive	2,750	24,750
STATUTORY BENEFITS AND INSURANCE (C)		
Employer's Contribution to PF	1,555	18,654
Gratuity	264	3,171
CTC (A + B + C)	19,583	INR 235,000.00
Net Salary (Gross-PF-ESI)	14,030	168,358
Potential Earning (Net Salary + Performance Incentive)	16,780	193,108

Performance Incentive (Fresher) - You will become eligible for PI, after completion of 2 calendar months from your start date at Sutherland. Your PI will be paid against achievement on the target/s set by the company, on a time-to-time basis. PI is processed and paid 60 days from the completion of the performance period.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Example 1: If DOJ on 1st of any Month, then PI eligibility would be from 3rd Month and paid along 5th Month Salary.

Example 2: If DOJ is on 2nd onwards of any Month, then PI eligibility would be from 4th Month and paid along 6th Month Salary.

Gratuity	Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts
Insurance Coverage	Sum insured under Accident Insurance is Rs. 500,000/-, Mediclaim is Rs. 200,000/- for self only. Group term Life Insurance coverage of - Rs 500,000 for self only.
ESI	If your ESI wage (Gross - Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month - For details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.
Sincerely,

For Sutherland

Regards,



Amit Mukherjee

Sr. Director – Talent Acquisition

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
KODAKKAM, CHENNAI - 600 073.



Provisional Offer

Date:04.06.2023

Process: AES Process

Dear Ashwin Kumar.S

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Customer Management India Pvt Ltd, with the below mentioned conditions.

- You will need to join us YTC failing which this offer is void.
- Your Monthly Net Take - home Salary would be INR 27,100/- Per Month
- Your training will be 30 days and Rs. 7500/- will be provided as your Training stipend.
- Training stipend will be applicable only on successful completion of your training certification.
- Your DOJ will be considered from day 1 Training start date.
- No Deductions of PF / ESI etc.
- You will have to login for 9 hours every day (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month.

Please report at 9 AM on your date of joining with the below mentioned documents.

- Education Credentials - SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB- SSLC mark sheet / voters id / Pan card / Aadhar card (Mandatory)
- Proof of residence - Voters id / Pan card / Ration card/ Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies India Pvt.Ltd

For Altruist Technologies India Pvt.Ltd

A. Nithya
Authorized Signatory

I accept the offer on the terms and conditions outlined

Date:17-06-2023

Candidate Signature *Ashwin Kumar*

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073



Provisional Offer

Date: 04.06.2023

Process: AES Process

Dear Ashwini.S

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Customer Management India Pvt Ltd, with the below mentioned conditions.

- You will need to join us YTC failing which this offer is void.
- Your Monthly Net Take - home Salary would be INR 27,100/- Per Month
- Your training will be 30 days and Rs.7500/- will be provided as your Training stipend.
- Training stipend will be applicable only on successful completion of your training certification.
- Your DOJ will be considered from day 1 Training start date.
- No Deductions of PF / ESI etc.
- You will have to login for 9 hours every day (i.e., 8 Hours of work and 1 Hour Break)
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- Proof of DOB- SSLC mark sheet / voters id / Pan card / Aadhar card (Mandatory)
- Proof of residence - Voters id / Pan card / Ration card/ Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies India Pvt.Ltd

For Altruist Technologies India Pvt.Ltd

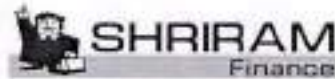
A. Nithya
Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 14 - 06 - 2023

Candidate Signature *Ashwini*

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



December 16, 2023

Ref No: CAN088065

Mr. BALAJI B

12, Arunigo Apartment,
Chitlapakkam, Chennai,
Tamil Nadu-600063.
Mob No: 8875321799

Dear Mr. BALAJI B

SUB: EMPLOYMENT OFFER AS "BUSINESS EXECUTIVE"

This refers to your application & to the subsequent interview you had with us. In this connection, we are pleased to offer you the post of "BUSINESS EXECUTIVE" in the grade of "OP3" in our organization on the following terms and conditions.

6. Your Place of Posting will be at our **THIAGADURGAM** located at, KARUR VYSSA BANK UPSTAIRS, ANNA NAGAR, PRITHIVIMANGALAM, THIYAGADURUGAM, KALLAKURICHI DT, THIAGADURGAM-606202.
7. You shall be responsible for growth & development of our commercial Vehicle Finance Business and Recovery of the territory allotted to you.
8. You will report to the **Branch Head** and shall carry out all assignments as delegated to you from time to time.
You will be paid a total remuneration of **Rs. 2,80,320/- p.a.** The Break-up of which is enclosed.
8. You will be entitled for performance based Incentive as per company's policy, which will be released at the sole discretion of the management.
9. You will be entitled for Gratuity as per statutory rules.
10. You shall produce the following mandatory documents on the date of joining.
 - a. Passport Size Photos-4 nos.
 9. Copy of Pan card & Aadhaar card (compulsory).
 10. Copy of Address ID proof.
 11. Copy of Educational Qualification (Internet copies of the mark sheets are not acceptable). a. Relieving & Experience Letter from Current Employer for Experienced Candidates.
 10. Proof of latest 3 months payslips (If applicable).
 11. Copy of Driving License is mandatory.
 12. Cancelled Cheque/Bank Passbook copy for updation of salary bank account details.
 13. Form 11, Employment Form fully filled up (Attached herewith in the Joining Kit).
- (i) Candidate with prior experience has to submit proof of UAN and ESI numbers (Previous Employer) mandatorily failing which Employment will not be considered till the submission of the same. You are also requested to submit E-Aadhar details displaying the number clearly in order to validate with UAN/Other Submissions.

The offer is being made on the particulars of your qualifications, training, experience, age present or previous remuneration and benefits etc. furnished by you in your bio-data/ application for employment in our organization. Should any of the particulars furnished by you be found to be incorrect, and/or any of the documents/certificates submitted by you is found to be not genuine, your services shall liable to be terminated without any notice or notice pay in lieu of notice or any terminal benefits.

This Offer of Employment is valid for a period of 30 days only and the above specified documents along with respective original certificates for verification are mandatorily required to be produced on Date of joining. Any delay in submission, your DATE OF JOINING shall be modified as per statutory regulations. Failure on your part to submit the documents, this offer of employment shall stand automatically cancelled and withdrawn.

We will appreciate if you could send us a confirmation that these terms and conditions are acceptable to you and would join

us at the earliest with intimation to **KRISHNAMOORTHY G-DEPUTY MANAGER- KRISHNAMOORTHY.G@STFC.IN(9952599234)**.

Please sign and return to us the duplicate copy of this letter as a token of your acceptance of this offer.

For **SHRIRAM FINANCE LIMITED**

A. GANESH
SENIOR VICE PRESIDENT

(Accepted)

Disclaimer: SHRIRAM FINANCE LIMITED do not engage any consultants or agencies for recruitments.

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 071



REMUNERATION DETAILS OF MR. BALAJI B
(BUSINESS EXECUTIVE - OP3)

S.NO.	COMPONENTS	AMOUNT MONTHLY	AMOUNT YEARLY
1.	BASIC SALARY	5500.00	66000.00
2.	HOUSE RENT ALLOWANCE	2000.00	24000.00
3.	MEDICAL ALLOWANCE	1250.00	15000.00
4.	EDUCATION ALLOWANCE	200.00	2400.00
5.	OTHER ALLOWANCE	4260.00	51120.00
6.	VEHICLE ALLOWANCE	2000.00	24000.00
7.	PETROL ALLOWANCE	5000.00	60000.00
8.	TELEPHONE ALLOWANCE	500.00	6000.00
	GROSS	20710.00	248520.00
9.	INSURANCE BENEFITS	250.00	3000.00
10.	PROVIDENT FUND	1800.00	21600.00
11.	BONUS/EXGRATIA	1100.00	13200.00
	CTC	23860.00	286320.00

NOTE:

1. Item on Sr.No. 1 to 8 shall be paid through payroll.
2. Item on Sr.No. 9 shall be towards insurance benefits.
3. Item on Sr.No. 10 is company's contribution towards your Provident Fund.
4. Item on Sr.No. 11 as and when declared.

For SHRIRAM FINANCE LIMITED

A. GANESH
SENIOR VICE PRESIDENT

(Accepted)

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Offer Letter Agreement
(Private and Confidential)

Date: 11th August 2023

Name: Balaji M

Designation: Business Development Executive

We are pleased to offer you the position of **Business Development Executive** with us here at Nibav Lifts Private Limited. We sincerely hope you would achieve new heights in your professional growth as well as make a significant contribution to the success of the company while working with us.

Commencement Date

Your joining date is **11th August 2023**

Working Location

Ideally, you'll be based in **Hyderabad**, but August require to travel or relocate to our other Office locations as per the requirement of the market or your reporting manager.

Remuneration

Your remuneration would be as given below and will be paid on the 31st of every succeeding month.

Components	Per Month (in Rs)	Per Annum (in Rs)
Basic	14,000	1,68,000
HRA	7,000	84,000
Special Allowance	11,150	1,33,800
Travel Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Gross	35,000	4,20,000

Applicable TDS will be deducted.

*For any loss or damage of personal belongings, the company will not be responsible for the same.

Nibav Lifts Pvt Ltd

Office Address: Nibav Towers, No.115, Kazura Garden, 1st Street, Neelangarai, Chennai - 600 115

Registered Address: Nibav Building, No 11, LB Rd. Adyar, Chennai, Tamil Nadu - 600 020

Pb: +91-44-2490 2828. E-mail: info@nibavlifts.com | CIN: U31100TN2019PTC132681 | ISO 9001 : 2015 Certified

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.

22. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of the land which shall be Tamil Nadu. Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Chennai for the adjudication of any dispute (Civil or Criminal) hereunder or in connection herewith.

Welcome and Acceptance

We would like to take this opportunity to welcome you to Nibav Lifts Private Limited and wish you a long and rewarding career with us.

For Nibav Lifts Private Limited,



Balaraman P

HR Operations Team Lead

I hereby accept the terms and conditions of this offer letter agreement.

Name: Balaji M

Signature: M. Balaji

Date: 11/08/2023

*All the terms and condition are subject to change and will be notified by the company.


B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Nibav Lifts Pvt Ltd

Office Address: Nibav Towers, No.115, Kazum Garden, 1st Street, Neelangarai, Chennai - 600 115

Registered Address: Nibav Building, No 11, LB Rd, Adyar, Chennai, Tamil Nadu - 600 020

Ph: +91-44-2490 2828, E-mail: info@nibavlifts.com | CIN: U31100TN2019PTC132681 | ISO 9001 : 2015 Certified

Offer Letter Agreement
(Private and Confidential)

Date: 11th August 2023

Name: Balaji V

Designation: Business Development Executive.

We are pleased to offer you the position of **Business Development Executive** with us here at **Nibav Lifts Private Limited**. We sincerely hope you would achieve new heights in your professional growth as well as make a significant contribution to the success of the company while working with us.

Commencement Date

Your joining date is 11th August 2023

Working Location

Ideally, you'll be based in **Bengaluru**, but August require to travel or relocate to our other Office locations as per the requirement of the market or your reporting manager.

Remuneration

Your remuneration would be as given below and will be paid on the 31st of every succeeding month.

Components	Per Month (in Rs)	Per Annum (in Rs)
Basic	14,000	1,68,000
HRA	7,000	84,000
Special Allowance	11,150	1,33,800
Travel Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Gross	35,000	4,20,000

Applicable TDS will be deducted.

*For any loss or damage of personal belongings, the company will not be responsible for the same.

Nibav Lifts Pvt Ltd

Office Address: Nibav Towers, No.115, Kazura Garden, 1st Street, Neelangarai, Chennai - 600 115

Registered Address: Nibav Building, No 11, LB Rd, Adyar, Chennai, Tamil Nadu - 600 020

Ph: +91-44-2490 2828, E-mail: info@nibavlifts.com | CIN: U31100TN2019PTC132681 | ISO 9001 : 2015 Certified

PRINCIPAL

**PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073,**

22. Applicable Law and Jurisdiction

This Agreement shall be governed by and construed in accordance with the laws of the land which shall be Tamil Nadu. Each party hereby irrevocably submits to the exclusive jurisdiction of the courts of Chennai for the adjudication of any dispute (Civil or Criminal) hereunder or in connection herewith.

Welcome and Acceptance

We would like to take this opportunity to welcome you to Nibav Lifts Private Limited and wish you a long and rewarding career with us.

For Nibav Lifts Private Limited,



Balaraman P

HR Operations Team Lead


I hereby accept the terms and conditions of this offer letter agreement.

Name: BALAJI V

Signature: V. Balaji

Date: 11-08-2023

*All the terms and condition are subject to change and will be notified by the company.


PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073.

Nibav Lifts Pvt Ltd

Office Address: Nibav Towers, No.115, Kazura Garden, 1st Street, Neelangarai, Chennai - 600 115

Registered Address: Nibav Building, No 11, LB Rd, Adyar, Chennai, Tamil Nadu - 600 020

Ph: +91-44-2490 2828, E-mail: info@nibavlifts.com | CIN: U31100TN2019FTC132681 | ISO 9001 : 2015 Certified



Date: 24-11-2023

Subject: Offer of Employment

Dear Balaji V,

Heartiest Congratulations to you!

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

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

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

For & on behalf of
HDFC Life Insurance Company Limited

Sushil Chander
Vice President – Human Resources

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATADRI
ARTS AND SCIENCE
GOWRIVAKKAM, CHENNAI - 600 075

Annexure 1
Date: 24-11-2023

Name: Balaji V

Designation: Executive Trainee

Band: J2

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

Other Benefits (as per prevalent Company Policy):

Group Term Insurance: Term cover of INR 12,00,000
 Mediclaim: INR2,00,000 for self and dependents

B. Kalpana
 PRINCIPAL
 PRINCE SHRI VENKATESWARA
 ARTS AND
 SCIENCE COLLEGE
 GOWALAHANPUR, ...
 ... 500 073

31-May-2023

Dear BALAMURALI V B,

We are pleased to offer you the position of **FINANCIAL SERVICES CONSULTANT at Level - 1** of our Company.

Components	Components Rs. Per annum
Basic	87,000
Supplementary Allowance	112,000
Employer's Contribution to PF	22,600
Statutory Bonus	8,000
Gratuity	2,749
Flexible Compensation Pay	47,651
Total Fixed Pay	280000.00

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 013.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Subhashish Banerji

Subhashish Banerji
Senior Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

B. Kalpane
Principal
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.



Provisional Offer

Date: 04.06.2023

Process: AES Process

Dear Barkavi.B

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Customer Management India Pvt Ltd, with the below mentioned conditions.

- You will need to join us YTC failing which this offer is void.
- Your Monthly Net Take - home Salary would be INR 27,100/- Per Month
- Your training will be 30 days and Rs.7500/- will be provided as your Training stipend.
- Training stipend will be applicable only on successful completion of your training certification.
- Your DOJ will be considered from day 1 Training start date.
- No Deductions of PF / ESI etc.
- You will have to login for 9 hours every day (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month.

Please report at 9 AM on your date of joining with the below mentioned documents.

- Education Credentials - SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB- SSLC mark sheet / voters id / Pan card / Aadhar card (Mandatory)
- Proof of residence - Voters id / Pan card / Ration card/ Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies India Pvt.Ltd

For Altruist Technologies India Pvt.Ltd

A. Nithya
Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 14 - 06 - 2023

Candidate Signature *Barkavi B.*

B. Kalpana
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

Offer Letter

Private & Confidential

03rd Oct 2023

Benazir K

No: 1/689, Kattabomman Street, Anna Salai Main Road, Jalladianpettal, Chennai-600100

Dear Benazir,

With reference to your application and subsequent interviews, we are pleased to offer for the position of "Coder" in "Operations" in our organization.

Your Total Compensation will be INR 2,41,400/- which is all inclusive and will be paid in accordance to company policy. The break-up is given below in Annexure A.

We request you to join us by 03rd Oct 2023 at 10.00 AM. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two Photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp-size color photographs with white background.
- 4) One Xerox copy of your address proof and your Photo ID proof.
- 5) Appointment letter if, any from your previous employer.
- 6) Aadhaar to be provided as Mandatory address & ID proof

We will be issuing a letter of Appointment on the day you join our services.

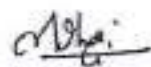
This offer is subject to you undergoing a background verification and it's mandatory that you have to clear the verification successfully. In the event of you not clearing background verification successfully, this offer made to you will be withdrawn without any further notice.

It is mandatory that you would need to take your covid 19 vaccination before your date of joining mentioned in your offer letter & your vaccination certificate should be submitted part of your joining formalities. Due to any circumstances, you are unable to produce the certificate on your joining date, this offer will be void.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Thank you for choosing career with us and we look forward to working with you.

For Savista Global Solutions Pvt. Ltd.



Mathangi Sathyaramanan
Director, Human Resources



Regd. Office: K-185/14, First Floor, Surya Plaza, New Friends Colony, New Delhi - 110025.

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI - 600 073,

Annexure A

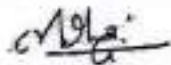
Name: Benazir K
 Designation: Coder

Salary Components (A)	Monthly (INR)	Annual (INR)
Basic	5,375	64,500
House Rent Allowance	2,688	32,250
Other Allowance	6,285	75,418
Bonus	1,400	16,800
Gross Salary (A)	15,747	188,968
Other Components (B)	Monthly (INR)	Annual (INR)
PF	1,399	16,790
ESI	512	6,141
Gratuity	258	3,101
Sub Total (B)	2,169	26,032
CTC (A+B)	17,917	215,000
Shift Allowance (C)	2,200	26,400
Total Compensation (A+B+C)	20,117	241,400
Deductions from Gross Salary (A)		
Employee Contribution to PF	1,399	16,790
Employee Contribution to ESI	118	1,417
Professional Tax	As per applicable Acts	
Income Tax	As per the Income Tax Act 1961 and amendments thereto	

Other Benefits:

- You will be entitled for 1 free meal a day as per your shift timings
- Free transportation will be provided as per transportation policy
- You will be entitled to Casual/Sick and Earned leave as per leave policy
- Shift Allowance is applicable for colleagues who work in Night Shift
- You will be eligible for gratuity as per policy
- Personal Accident Insurance, Life Term Insurance & Group Medical Insurance will be applicable as per the Medical Health Insurance Policy.

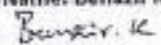
Policies and Benefits are subject to change as per company's sole discretion.
 For Savista Global Solutions Pvt. Ltd.




Mathangi Sathyaraman
 Director, Human Resources

I accept that I have understood the details of my salary, allowances, benefits and the terms & conditions of my employment including shift timings as explained by the recruiter. I confirm hereby that I will report to duty on 3-10-23

Recruiter Name: Jency
 Signature:
 Date of issue: 03rd Oct 2023

Candidate Name: Benazir K
 Signature: 
 Date of Acceptance: 3-10-23

Regd. Office : K-185/14, First Floor, Surya Plaza, New Friends Colony, New Delhi - 110025.


PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
 GOWRIYAKKAM, CHENNAI - 600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

optum.com

20-02-2023

Baneta Selva Roselin J,
No-4/255, 2nd Street Amman Nagar,
Thirusulam, Chennai, Tamil Nadu, 600043.

Dear Baneta Selva Roselin J,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Health and Technology (India) Private Limited ("the Company") in the position of Junior Coder - MCC at the Company's office located at Chennai, on the terms and conditions set out hereinafter:

EMPLOYMENT

Your effective date of joining shall be no later than **20-06-2023**. Your employment with the Company shall be subject to successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date. You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and acceptance by the Company of these external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

Any reference to the Company's policies in this offer letter means QHT-Ep Source policies.

PROBATION

You shall serve a minimum probation period as follows from the date of your joining the Company ("Probation") following which your employment with the Company shall be confirmed.

- 4-6 months for Trainees & Medical Coders
- 6 months for Executive coder to Team coach/QA and support functions
- 6-9 months for TL to AM

The Company reserves the right to extend the Probation period for an additional 60 days in the event of your performance being dissatisfactory. You shall be deemed to continue on Probation until you are confirmed and your confirmation has been communicated to you.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies whereof shall be made available to you upon request, but which otherwise are available on the Company's website or HRMS portal.

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2006PTC036515, Phone +91 80 4257 300 Email: hr@optum.com Website: www.optum.com

B. K. Subhanshu
PRINCIPAL
PRINCE SHRI VENKATESHWARA
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKATA, CHENNAI - 600 074



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiave
Nagar Bangalore 560005

optum.com

and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of Optum Health and Technology (India) Private Limited. We are confident that your employment with the Company shall prove mutually beneficial and rewarding and we look forward to having you join us.

Congratulations and welcome to Optum Health and Technology (India) Private Limited. On your first day of employment, please report to our office located at Prince Infacety 2 It Park (9th Floor) at Chennai along with the documents as mentioned in the Appendix 2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

Baneta Selva Roselin J, we thank you for considering Optum Health and Technology (India) Private Limited as your future employer! We have bold objectives:

- Improve the lives of others;
- Change the landscape of health care forever;
- Leave the world a better place than we found it.

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do your life's best work."

For Optum Health and Technology (India) Private Limited

Manjula Palanisamy
Vice-President - Human Resources

I accept this letter of appointment on the terms and conditions as described herein.

ACKNOWLEDGEMENT:

Date: 19/01/2023

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiave Nagar Bangalore 560005

CIN: U74910KA2006PTC036515; Phone: +91 00475 7000 Email: hrcontact@optum.com, Website: www.optum.com

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.



Optum Health & Technology (India) Pvt. Ltd.

ITC Green Centre, Northeast Wing, 3rd Floor,
No.18, Banaswadi Main Road, Maruthiseva
Nagar Bangalore 560005

optum.com

Current Compensation Structure

Component	ANNUAL (INR)	MONTHLY (INR)
Basic	71,875	5,990
HRA	52,850	4,405
Statutory Bonus	7,000	583
Provident Fund	18,186	1,516
Gratuity	3,458	289
Mediclaim Insurance	7,044	584
ESIC	5,751	479
Other Allowances	45,234	3,770
CTC	2,11,397	17,616
Total CTC	2,11,397	

Registered Office: ITC Green Centre Northeast Wing 3rd Floor, No. 18, Banaswadi Main Road Maruthiseva Nagar Bangalore 560005

CIN: U74910KA2005PTC035515, Phone +91 80 4257300 Email: hr@optum.com, contact@optum.com, Website: www.optum.com

PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
MURUGAN, CHENNAI - 600 073



April 12, 2023

Dear Beula,

Welcome to VDart Group!

Thank you for exploring career opportunities with VDart Group. You have successfully completed our initial selection process and we are pleased to offer you a position of **Associate-Global Finance** with VDart Group, on the following terms and conditions

You will draw a CTC of **2,25,500 (Two Lakh twenty five Thousand five hundred Only)** per annum excluding statutory deductions

- You will be entitled to Leave, Gratuity, Medical Insurance etc. in accordance with the Law / Company Policy from time to time
- Your initial place of posting will be at **VDart Technologies, No.199/90, Dr Radhakrishnan Salai Road, Dwarka Colony, Mylapore, Chennai - 600004** and your actual place of posting will be communicated to you later and you will report for duty on **June 2, 2023**
- This letter of offer is subject to completing other joining formalities as specified and also successful completion of BGV. In case if there are any discrepancies then the offer will be void based on company policy. Upon completion of above said a detailed appointment letter will be given within one week from your joining.
- **Annexure 1** will cover the Compensation break-up and mandatory documents required for joining
- **You are required to submit your PAN / Aadhar number to HR on your joining**

We look forward to you joining with our team. We are sure that you will have a long, rewarding and fulfilling career with our company.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

MohanaSundaram
Assistant General Manager - HR

B. Kalpane
PRINCIPAL
PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIVAKKAM, CHENNAI-600 073.

IQ/OU/030423/1576

21st March 2023

Mr. Bharanidharan M
Chennai

Dear Bharanidharan,

Quanti is pleased to offer you the position of "Analyst" at grade L1. Your location of reporting is Bengaluru, India.

I. APPOINTMENT

- a. Your date of appointment is effective from the date of joining which shall be as soon as possible but not later than 3rd April 2023.
- b. Probationary period and confirmation as a permanent employee of iQuanti (the "company"):
You will be on probation for a period of first 6 months from the date of joining the company and may be confirmed as a permanent employee upon successful completion of your probation. On satisfactory completion of probation period, you shall be confirmed in writing.
- c. Termination during probation:
In the event of your resignation or termination of services, either side will have to give two months' notice or two month's gross salary in lieu thereof.
- d. Your appointment is contingent upon satisfactory reference & background checks including verification of the following:
 1. Completeness and accuracy of the information provided in your curriculum vitae;
 2. Original certificates for confirmation of stated academic and professional qualifications;
 3. Passport, address, driver's license and/or similar documents; and,
 4. Satisfactory character reference check(s) based on the referrals provided.
- e. This appointment is subject to your being certified medically fit by a registered medical practitioner. The company shall have the right to order you to undergo the medical test at any time during your service to determine fitness. In the event of you being found unfit for the work for which you are employed, the company shall have the right to terminate your service based on the said report.
- f. You will retire from service on attaining superannuation at the age of 60 years.

II. COMPENSATION

You will be eligible to receive the following:

- a. You will receive a fixed compensation of ₹ 4,00,000 (Four Lakhs Only) per annum. Please find the detailed breakup of salary in Annexure- I.
- b. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.
- c. The Company has policies that are linked to performance management, career growth and annual compensation review of an employee and these policies shall be applicable to you.

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
GOWRIYAKKAM, CHENNAI - 600 073.

Page 1 of 5



X OTHER TERMS & CONDITIONS

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Conduct and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.
We welcome you to iQuanti family and looking forward to a long rewarding career with us over the years to come.

Yours sincerely,
For iQuanti (India) Private Ltd.

Anupam Pareek
Vice President - Human Resources

Page 5 of 5

B. Kalpana
PRINCIPAL

PRINCE SHRI VENKATESHWARA
ARTS AND SCIENCE COLLEGE
EQWRIYAKKAM, CHENNAI - 600 073.

26 July 2023

Mr. Bharathan
35/23, Duraiswamy Garden Street, Narganallur,
600061

Your appointment as Analyst in Technology Consulting

Dear Bharathan,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions. Further, we understand that you have appeared / will be appearing for Final exams. This appointment is subject to you clearing said exams. In case you are unsuccessful this appointment will automatically be void.

1. Job Title

You shall be designated as **Analyst in Band 6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,50,000 per annum (Rupees Four Lakh Fifty Thousand Only only)**. A typical break up is provided as an illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **14 August 2023**.

4. Probation

You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation period and subject to your performance your appointment shall be confirmed in writing.

Ernst & Young LLP, a Limited Liability Partnership with LLP Identity No. AAAS-4343
A member firm of Ernst & Young Global Limited, Regd. Office: 22, Canal Street, 23rd Floor, Block C, Kolkata - 700016

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- e. **Conditions precedent:** This appointment is valid subject to (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.
- f. **Privity of contract:** The terms of this Agreement may only be enforced by a party to this Agreement.
- g. **Governing law and dispute resolution:** This Agreement, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this Agreement the decision of the Management of the Firm shall be final and binding.
- h. **Certificate of Practice:** If you currently hold a Certificate of Practice (CoP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the CoP with immediate effect, and provide us with evidence thereof. If you are a Chartered Accountant and do not currently hold a CoP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such CoP unless instructed or required by the Firm to do so.
- i. You will disclose any directorships, trusteeships or other personal appointments held by you. You will consult and inform the Firm's Risk Management team of appointments and will immediately surrender any prohibited position as advised by them and disclose the positions permitted per the Firm's policies on the Directorship Evaluation Tool (DET) within 15 days of your date of joining. You will further notify or obtain prior approval, as applicable, from the Risk Management team, for any changes in the appointments that you may hold in the future.

Please signify your acceptance of these terms and conditions of employment by signing the duplicate copy of this Agreement and return the same to us for the Firm's records.

Yours sincerely,

For Ernst & Young LLP

Anshula Verma

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature

Bharathan

Date

14.08.2023

Bharathan

B. Kalpane
Principal

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Annexure A
Illustrative compensation break-up

Particulars	Annual Values (INR)	
(A) Salary Components	4,19,400	
Basic Salary:	2,53,200	
House Rent Allowance:	1,26,600	
Special Allowance:		
Conveyance Allowance:	39,600	
(B) Other Perquisites	30,600	
Firm's Contribution to Provident Fund:	30,384	
Year End Ex-Gratia	216	
(C) Annual Fixed Compensation (A+B)	4,50,000	
(D) Other Benefits	32,173	
Gratuity (accrual)	12,173	
Firm's contribution towards Medical insurance	20,000	
(E) Total Compensation (C+D)	4,82,173	
(F) Annual performance bonus (earning potential)	Min. 0%	Max. 12%
	0	54,000
Annual total earning potential (E+F)	4,82,173	5,36,173

B. Kalpana
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