St. Ann's College for Women

(Autonomous), Affiliated to Osmania University
Accredited by NAAC with A+ Grade (3rd cycle), CPE by UGC

Mehdipatnam, Hyderabad.

CRITERION V
STUDENT SUPPORT AND PROGRESSION

5.2.1 Student placements and progression
Placements - 2022-2023

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

Placements & Progression- Data Template

Institutional data in the prescribed format (data template)

Name of student placed / enrolling into higher education and contact details	Placement/Progressed to Higher Education	Program graduated from	Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)	Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)	Proof
2022-2023					Link to proof
Ameya.P-9494689944	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Angel Hepsibah Maddu- 8179859472	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Ayusha Das- 7670848535	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
C. Navyasree- 8639030499	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
D Sai Rupa- 9133229972	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Fatika Ifteqar- 8179256683	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Myrtle Paul- 9951632719	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Rouhina Naaz-8179982240	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Suhad Aijaz- 8143886944	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Sushrutha P- 9742724627	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Syeda Munazza Mujeeb- 9652108046	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Vanga Naga Rajeswari-9553736950	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Y A Greeshma- 8184960094	Placement	B.Com	Ms. Akanksha, 9439 27 7520- Deloitee	6,05,000	
Archita-6309306007	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Humera Sultana-6301386965	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Akhila Sathwi-7678642655	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Sabha Sultana-9133645786	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Jetling Niharika-6300881994	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
B.Sindhuja-9640871148	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
G.Sree Durga-9100249489	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Banda Chandana-9502921317	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Lukkani Nagamani- Wrong No.	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Baddam Sreeja- 9640905113	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
V.Sneha-7675976872	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Chenna Manasa Yadav-8523020702	Placement	B.Sc	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Komsani Meghana 8328164120	Placement	MCA	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Bhavani Manney 7815819970	Placement	MCA	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Jangam Ramyasri 9502104899	Placement	MCA	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Bandari Sriya Reddy 9848682580	Placement	MCA	Ms. Kajal- 8951936356- Pentagon Space	3,00,000- 12,00,000	
Sriya Kare-8185905371	Placement	B.Com	Ms. Srikanth- 9963177500- ADP	3,00,000	
Afrah Maysoon-9618537400	Placement	B.Sc	Ms. Srikanth- 9963177500- ADP	3,00,000	
Jemima James- 7093965706	Placement	B.Com	Ms. Srikanth- 9963177500- ADP	3,00,000	
Anney Sushma Swaraj-9014970926	Placement	B.Sc	Ms. Srikanth- 9963177500- ADP	3,00,000	
Rama Sai Shravanthi-8919605736	Placement	B.Com	Ms. Srikanth- 9963177500- ADP	3,00,000	
Ceemala Sowmya Raj-	Placement	B.Sc	Ms. Srikanth- 9963177500- ADP	3,00,000	
Sindhuja - 9640871148	Placement	B.Sc	Mr.Naveen Manjunath- 9886960136- Wipro	1,85,856+75,000(joining bonus)	
Vasavi - 8688620938	Placement	B.Sc	Mr.Naveen Manjunath- 9886960136- Wipro	1,85,856+75,000(joining bonus)	
Pabbathi Bhanu Sree - 8179860578	Placement	B.Com	Ms. Riddhi-9769020433- IKS	3,00,000	
P. Lakshmi Gayathri -917997081917	Placement	B.Com	Ms. Riddhi-9769020433- IKS	3,00,000	
Hajra Fatima - 8074079774	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
Banagar Sahana - 91 8919000000	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	

Gaddampally Srimahi - 7569904726	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
Sobia Arshad - 8897428701	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
R V L N S M Saarvani -7702903992	Placement	BBA	Ms. Riddhi-9769020433- IKS	3,00,000	
L.Bhavani - 9247353536	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
B.Vishnupriya - 9515721419	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
K.Keerthi -7093608492	Placement	B.Sc	Ms. Riddhi-9769020433- IKS	3,00,000	
V. Pranathi -8096667404	Placement	B.Com	Ms. Riddhi-9769020433- IKS	3,00,000	
Sai Rupa-9133229972	Placement	B.Com	Ms. RagassiyaMenon-9791098834- Dell	7,88,637	
K. Anusha Rani	Placement	MBA	Ms. Riddhi-9769020433- IKS	3,00,000	
Sushma-9014970926	Placement	B.Sc	Mr. Akshay-9818999821- Providence India	10,50,000	
Venu Madhavi-6304857978	Placement	B.Sc	Mr. Akshay-9818999821- Providence India	10,50,000	
Leela Manasa-8826634772	Placement	B.Sc	Mr. Akshay-9818999821- Providence India	10,50,000	
Bhargavi Priya-9866521052	Placement	B.Sc	Mr. Akshay-9818999821- Providence India	10,50,000	
Nandini-9618649300	Placement	B.Sc	Mr. Akshay-9818999821- Providence India	10,50,000	
Gayatri Vatsavi - 9390035234	Placement	BA	Mr. Sagar-9640797910- Regalix	3,00,000	
A.G.Anoushka Shree - 7780265476	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
R.Tina Jean-7286083248	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Nayyera Yasmeen	Placement	MBA	Mr. Sagar-9640797910- Regalix	3,00,000	
Shikha Yadav	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
Ravi.Layashree - 9347560728	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
G.Srija-8978596360	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
V.Pranathi - 8096667404	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Sobia Tarannum - 8500794785	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Nabila Fatima - 8500794785	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
B.Mahathi Satya Reddy - 9912283399	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
Thakur Tulasi-918096475402	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
K.S.Sriya - 8185905371	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Mariya Fatima -7601075302	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Muskan Jiwani - 8340155911	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
S..Maria Patrisha - 7337038281	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
Siri N - 9949382281	Placement	B.Com	Mr. Sagar-9640797910- Regalix	3,00,000	
Shakeela Saniya - 9951108726	Placement	BBA	Mr. Sagar-9640797910- Regalix	3,00,000	
Ananya Gayatri Kasichinula-9550259827	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Priyanshu Goud Tankara - 8247236478	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Ananya Macha - 8179442276	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Javeria Wajih - 7793987539	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Nabila Fatima - 8897148944	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Ravi.Layasree - 9347560728	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Siri Navundru - 9949382281	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Jemima James -7093965706	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Syeda Sana Fatima -9100382070	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Polishetty Lakshmi Gayathri-1917997081917	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Madunala Vyshnavi-9490060303	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Nazneen Begum-9391332574	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Aiswarya Lakshmi Venkat-6300523880	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Sneha Konda - 9849382281	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Shruthi Dubey-9490855624	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
M.Rajeshwari-7330885317	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Umaima-9640640204	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	

Nayyera Yasmeen-9652911776	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Subhi Kanth-9398935641	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Mettu Nitya Pujitha -7672060249	Placement	B.Com	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Saarvani Rayasam - 7702903992	Placement	BBA	Ms. Rishika-9597366890- Deloitte	3,57,500.	
Chenna Manasa Yadav -8523020702	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
A. Abhishitha - 7997562895	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Koppolu Sai Akshitha - 7793904290	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Pampati Siri Chandana Sri - 1919032913020	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
S.Manisha 8949382281	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Vemunuri Vignsri - 9381500907	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Manasa Kadapalla - 8143820214	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Mamidi Hanvee Reddy - 8801136300	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Shiva Jyothi Sanapala - 8074307033	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Amradhi Srujana Reddy - 7780495429	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
B.Vishnupriya -9515721419	Placement	B.Sc	Ms. Neha- 9962682892- Deloitte	3,82,500	
Ravi Layasree - 9347560728	Placement	BBA	Ms. Priyanka-8578849422- Innopark	4,00,000 - 6,00,000	
A.G. Anoushka Shree - 7780265476	Placement	BBA	Ms. Priyanka-8578849422- Innopark	4,00,000 - 6,00,000	
Sara Harshni - 8341143170	Placement	B.Com	Mahek Gupta- 8687721553- Optum	4,39,600	
Y. Laxmi Lavanya - 6303410782	Placement	B.Sc	Shazneen-9849554238- TIME	2.40,000	
P. Chandana Priya-6302739882	Placement	B.Com	Shazneen-9849554238- TIME	2.40,000	
Anuradha Narayan Poojari - 6281785659	Placement	B.Sc	Shazneen-9849554238- TIME	2.40,000	
A. Sirisha - 8074091446	Placement	BBA	Shazneen-9849554238- TIME	2.40,000	
Sneha Kola-8096254562	Placement	B.Com	Shazneen-9849554238- TIME	2.40,000	
Sara Irfan Saiffuddin	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Deekshita.Banda-8143674475	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Madhuri Keshapally-7732075474	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Darugupally Vaishnav-9491166272	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Muskan Sing 9030480872	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Dhanya Sri-8099286301	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Jalagari Rithu-9346856532	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Ganta Navyasri - 9182289620	Placement	B.Com	Mr.Lalith Thakur-9866663421- Corteva	3.54,660	
Koraboina Pragna 9515708877	Placement	MBA	Mr.Lalith Thakur-9866663421- Corteva	4,29,236	
Thanmayee Polisetty 7032536960	Placement	MBA	Mr.Lalith Thakur-9866663421- Corteva	4,29,236	
Dhoolapalli Tejasani. 7702890499	Placement	MBA	Nandini Singh-7903600265- ICICI Lombard	5,80,000	
Arshiya Moin 8179119785	Placement	MBA	Nandini Singh-7903600265- ICICI Lombard	5,80,000	
C Christeena 6303832853	Placement	MBA	Nandini Singh-7903600265- ICICI Lombard	5,80,000	
M. Akshitha-7989365331	Placement	B.Com	Shailja Saraogi-8131076673- Sentient Solutions	3 ,00,000to 4.50,000	
Jahnavi Sarikonda - 6300886794	Placement	B.Com	Shailja Saraogi-8131076673- Sentient Solutions	3 ,00,000to 4.50,000	
V Pranathi-8096667404	Placement	B.Com	Shailja Saraogi-8131076673- Sentient Solutions	3 ,00,000to 4.50,000	
Priya Badela 6309463205	Placement	BBM	Preety Kumari-9899026672 -Unisys	3,07,000	
Shivanya Kodur - 8978981997	Placement	B.Sc	Preety Kumari-9899026672 -Unisys	3,07,000	
Spurthi Reddy 9949482281	Placement	B.Com	Preety Kumari-9899026672 -Unisys	3,07,000	
Harsha Reddy-9515054348	Placement	B.Com	Preety Kumari-9899026672 -Unisys	3,07,000	
Siona Blessy - 6303201642	Placement	B.Sc	Preety Kumari-9899026672 -Unisys	3,07,000	
Jahnavi Teki - 8179609252	Placement	B.Sc	Preety Kumari-9899026672 -Unisys	3,07,000	
Syed Nida - 9391373670	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Pommaiahgari Sirisha 9449382281	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Sanjana Gowlikar - 7995704676	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
D Supriya - 9346746049	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	

Thota Vaishnavi - 9346171147	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Bandareddy Sai Sindhura - 7660878229	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Vakiti Gayathri -9573359714	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Aachal Vishwanath - 9866243615	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Darga Kavya - 8885817960	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Y Sai Divya - 6302339174	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Rosemery Gadwal - 7989134550	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Dasari Mounika-9701051541	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Vuha Spandana - 8978588127	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
G Aparna - 8297343798	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Ch Sasankitha - 6302716662	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Jayasri Sidam - 807467879	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Sathwika Machidi - 9553665732	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Syeda Saba 9448382281	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Sravanthi Reddy - 6305926003	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
T Sree Vaishnavi - 7995513722	Placement	BBA	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Vangala Sowmya - 9133904298	Placement	BA	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Devulapally Pravallika - 918897000000	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Vandanam Bindhu Bhargavi - 7981263803	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Hajira Fatima - 8074079774	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Seemar Singh-8709807361	Placement	B.Com	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Shafiya Sultana - 9700231488	Placement	BBA	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Sakina Syed Asadullah - 8179424793	Placement	BBA	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Archita - 6309306007	Placement	B.Sc	Seema Madhavi- 8639685017- Sagility	Voice- 2,34,000, Non- Voice- 1,80,000	
Mounika Singade - 9347128936	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Kavya Sama - 8247244355	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Polki Manisha - 918396039392	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Rokkala Mounika - 6304401068	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Hemalatha Devarajan - 7337534389	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Bobbili Shravani - 7093088282	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Ankitha Reddy Nadiminti - 7801048785	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Kusuma Sree Yata - 9848430565	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Ch Anusha Chary - 9390528478	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Bhukya Mounika - 7331137429	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Surabhi Sunitha - 8464892429	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
M Abhinaya Swetha - 8688795467	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Komatreddy Manasa Reddy - 9490937622	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Neela Akanksha - 9494089820	Placement	BBA	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Akshitha Bobbili - 7093038282	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Alampally Sindhu - 7981617508	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Posapati Gayatri 9849867854	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Thati Manaswi-9985059114	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Soumya Gupta - 918897000000	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Nagamani Lukkani - 1916280000	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Regati Shriya - 9505371222	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Gonthey Madhulika - 9177841973	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
B Sri Vidya - 6309123725	Placement	B.Sc	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Mamtha Reddy-9959584081	Placement	B.Com	Sowmya Devari-9177138178- ICICI Prudential	2,70,000	
Likitha Pechetti - 9963179383	Placement	BBA	Ms.Kiranjeet Kaur-9888188862- HSBC	4,00,000	

Sara Harshini - 8341143170	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Sakshi Uradi - 7981875715	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Vanga Naga Rajeshwari - 9553736950	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Ayusha Das-7670848535	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Shruthi Dubey - 9490855624	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Haleema Sadia-8919836789	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
N.Siri-9949382281	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Jahnavi Sarikonda 9550659195	Placement	B.Com	Sneha Gupta-9015323451- Invesco	5,40,000	
Kiranmayee Padma Lalita Nistala - 9392634151	Placement	B.Sc	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Divya Batta - 7788990450	Placement	BBA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
T Sree Vaishnavi - 7995513722	Placement	BBA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Chethana Reddy Manikonda - 8688225410	Placement	BBA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Neela Akansha - 9494089820	Placement	BBA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Jerusha Shail - 9985430505	Placement	BA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Sanjana Joseph-6304097594	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Gonthey Madhulika - 9177841973	Placement	B.Sc	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
A Shriya - 9110774901	Placement	B.Sc	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Kranthi Kumari-8106354578	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Veeda Sree Vaishnavi-8555050368	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Bhavana Parihar-6303744526	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Ayushika Singh-8008978083	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Bandreddy Sai Sindhura	Placement	B.Sc	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Bhavandla Harshitha-8977615775	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Akshaya Guntakal - 918978635741	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Aishwarya Panthulu - 8688494229	Placement	MSDS	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Jetling Niharika - 6300881994	Placement	B.Sc	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Phalguni Sadnani - 9052445047	Placement	BBA	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Khushi Singh-7671931863	Placement	B.Com	Ms.Shivani Cutta- 6304195337- HDFC	3,50,000	
Askula Mounika - 9704607261	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Beulah Blessy - 9014143248	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Bonagiri Sneha Priya-8555913663	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Divya Booti 9603488444	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Illa Lavanya Durga - 8523010936	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Khadija Masood-916304867912	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Lahari - 9553433870	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Meghana Pise-1919392291261	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Muddagowni Keerthi - 8555866896	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Nikitha Salla-6301376602	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Sanjana Gowlikar - 7995704676	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Sanjana.Nirna - 9059392370	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Sowmya Vangala - 9133904298	Placement	BA-PEP	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Syeda Saba Sultana - 9063546378	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Vennela Kanuru - 9154570710	Placement	BA-EPP	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Yellaiah Kalyani- 9346698691	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Dsai Mary Grace -9908038414	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Srija - 8688331745	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Akhila Pittala 8849382281	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Ayesha Siddiqua-9981576655	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Dasari Mounika - 9701051541	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	

Mangali Sree Bhavya-917893326693	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Padala Praveena - 6303918965	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Raparthi Divyani-9515394060	Placement	B.Com	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Vaishnavi Beerla - 7093218527	Placement	B.Sc	Silviya Thankachan-8137010196- Sutherland	3,00,000	
Akansha 9889382281	Placement	B.Sc	Accenture	3,00,000	
H.Rishika 9949382281	Placement	B.Sc	Mass Mutual	3,00,000	
N.Surekha 9959392370	Placement	B.Sc	IKS Health Care	3,00,000	
Fatima Anjum 8179248436	Placement	B.Sc	IIF	3,00,000	
N.Kanishya 9949978811	Placement	MBA	Tlead Tax Academy	3,00,000	
Poonam Narayana 9010386600	Placement	MBA	Factset	3,00,000	
Nikhila 9492288585	Placement	MBA	quirnom Solutions	3,00,000	
Zeba Imtiyaz 8499922480	Placement	MBA	ICICI	3,00,000	
Chintala Harshitha 9985734707	Placement	MBA	S&P Global Services	3,00,000	
Mande Sushmitha 8688759015	Placement	MBA	Hilife Sciences	3,00,000	
Kayalvizhi. R 7010074563	Placement	MBA	Ascensus	3,00,000	
Tejasawi. Naini 8790645612	Placement	MBA	Cloud4c	3,00,000	
Thati Sankalpa 8639406235	Placement	MBA	quirnom Solutions	3,00,000	
Mallegudem Shirisha Mudhiraj 9393015039	Placement	MBA	Zetamind	3,00,000	
Rabia Butool 8790242880	Placement	MBA	Randstad	3,00,000	
Ch. Shivapriya 8106263638	Placement	MBA	Willow womens health	3,00,000	
Yedathi Gowthami 9502128653	Placement	MBA	Employment	3,00,000	
Nikhitha 7207992364	Placement	MBA	Employment	3,00,000	
Rabia Fatima 9246569868	Placement	MBA	Employment	3,00,000	
Tressa 9703273422	Placement	MBA	Employment	3,00,000	
Syeda Sadiya 8859392370	Placement	MBA	Employment	3,00,000	
Akhila Sathwi- 7678642655	Placement	B.Sc	Wipro	2,50,000	
Siona Blessy - 6303201642	Placement	B.Sc	First Source Limited	3,00,000	
A. Mounika- 9704607261	Placement	B.Sc	Virtusa	2,11,000	
Dumbel Teena- 9848141245	Placement	B.Sc	ICICI	5,50,000	
B.Sai Sindhura- 7660878229	Placement	B.Sc	Amazon	2,60,000	
P.Rushali- 9676297027	Placement	B.Sc	Hyderabad Radio House	1,45,000	
K.Sushma Priya- 9701724419	Placement	B.Com	CMS Commerce College, Secundrabad	2,00,000	
Asra Iram- 8125912709	Placement	B.Com	Pole to Win	1,50,000	
Neha Babade- 9059164432	Placement	B.Com	Wipro	2,50,000	
G.Pavani Mudhiraj - 9290833983	Placement	BA	Regalix	3,70,000	
Singade Mounika	Placement	BBA	FinacPlus	3,50,000	
Gonuguntla Venkata Lahari	Placement	BBA	Echobooom Management	2,50,000	
Kusuma Sree Yata	Placement	BBA	Accenture	2,55,000	
Sumaiya Abdul Bari	Placement	B.Sc	Dr. Reddy's Institute of Life sciences	250,000	
V Bala Asritha Reddy	Placement	B.Sc	Docs diet	3,00,000	
Mariyam Nazneen	Placement	B.Sc	Amazon	3,00,000	
Syeda subiya	Placement	B.com	Cognizant technology solutions	300,000	
SAFA SIDDIQUI	Placement	B.Sc	FOREVER LIVING INTERNATIONAL	300,000	
Mahreen Zafar	Placement	B.Sc	Amazon	3,00,000	
Garadi Aparna- 8297343798	Placement	B.Sc	Amazon	3,00,000	
Mounika Singade	Placement	B.Sc	FinacPlus Global Services	3,00,000	
Sayyeda Iqra Anjum- 7036223170	Placement	B.Sc	Amazon	3,00,000	

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Letter of Employment Intent

Date: 8th December, 2022.
Name: R.Tina Jean
Email id: tinajean.22@gmail.com
Phone Number: 7286083248
Location: Hyderabad.

Dear R.Tina Jean,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the **'Associate Consultant'** position with Regalix India Pvt Ltd, **Hyderabad, India**.

Please treat this as a **letter of intent ("LOI")** valid for a period of **180** days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on either party unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid **180** days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and successful completion of your academic certification and will be issued at the sole discretion of Regalix India Pvt Ltd. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before the issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Copy of Aadhar Card
- Passport Size Photographs (2)
- Copy of PAN card

The tentative date we expect you to join the service of our company is on or before **5th June 2023**.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Your initial posting will be at **Regalix India Pvt Ltd., Hyderabad, India**. However, these are subject to change to any other location/office or shift timing of the Company or to any subsidiary or associate company. You will be reporting to the office location as mentioned in the offer letter at the time of joining.

Annexure I

Compensation & benefits

Upon signing the Offer Letter, you would be eligible for a **CTC of Rs. 3,00,000 per annum**. The same may be revised at the time of the issuance of an Offer Letter as prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

In addition to the CTC, you will be eligible for a quarterly performance-linked Incentive. The company shall establish the performance goals and objectives on which the incentive payout shall be based on.

You shall be eligible to earn a one-time bonus pay of **INR 1,00,000 (Rupees One Lakh Only)** on successful completion of the first **12** months of your service with us from the date of joining.

You will also be eligible for an annual compensation review upon completion of 1 year of service. The compensation review will be based on your individual contribution and the Company's overall performance.

You will be entitled to relocation benefits in accordance with the company's intercity relocation policy.

In addition, you will be eligible for benefits as per company policies.

Transport Allowance

You shall be eligible for a home pickup & drop facility managed by company-provided transport. Should you not opt for company provided transport, an allowance of up to **INR 48,000/- per annum** is payable along with your salary on monthly basis. The same will be processed based on the number of working days and will be taxable.

Eligibility*: A home pickup & drop facility is provided if the home location is within a 20 kilometres radius of the office premises. The home location should be feasible for easy movement of transport vehicles.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Shift Allowance

You shall be eligible for Night Shift Allowance (NSA) of up to **INR 36000/- per annum** payable along with your salary on monthly basis.

Eligibility*: Night shift allowance is payable if you work a shift that starts between 5:00 pm to 5:00 am. The same will be processed basis on the number of working days with your monthly salary and will be taxable.

Food Allowance

You shall be eligible for a food allowance of up to **INR 26,400/- per annum** if the designated work location is Regalix's home office or in case of unavailability of a food facility at the client's work premises.

Insurance

You are entitled to Insurance covering yourself, your spouse, and two children maximum of up to **Rs.5,00,000/.**

1. This offer is contingent upon the successful completion of the course you are pursuing and your background screening as per the norms of the organization.
2. If on verification, at the time of appointment or at a later date it is found that you have misrepresented certain information deliberately or otherwise, in such cases your services with the company will be liable to termination.
3. This communication is a "**Letter of Intent**" and you will be issued a letter of appointment by Regalix India Pvt Ltd.. along with detailed terms and conditions of appointment on your joining confirmation.
4. We congratulate you on your selection and welcome you to be part of our dedicated team striving for excellence of the company in all areas of business.
5. We request you to please affix your signature at the space provided below on the duplicate copy of the letter, a token of your acceptance of the above terms and return it to us.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

It is our hope that your acceptance of our "Letter of Intent" will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate copy "Letter of Intent" to the undersigned, as a sign of your acceptance of the offer, the latest by **20th December 2022.**

Sincerely,

For, Regalix India Private Ltd

Shanta Sarkar

Regalix INDIA PVT. LTD. Bengaluru 560 001

Shanta Sarkar

Associate Vice President – People Success

Acknowledgment

I accept the terms and conditions stipulated in the above Letter of Intent. I shall report for duty on the date as mentioned in the offer letter.

Name: R.Tina Jean

PLACE: Hyderabad

Signature
DATE:

Offer letter from T.I.M.E. Inbox

TIME hr Yesterday
to me

Dear Ms. Anuradha N. Poojari,

Congratulations!

Based on our interaction with you, we are pleased to offer you a position of Student Relations Executive with the T.I.M.E. brand to be based at Hyderabad. Your job profile and other relevant details will be informed to you when you join. Your joining date will be not later than **01st June 2023.**

In terms of the **Cost to the Company (CTC)** we are offering you a CTC of Rs. **2,40,000/-** p.a (Rupees two lakh forty thousand only), which consists of gross salary and festival bonus. Your detailed breakup is outlined in the attached Annexure.

If you have any clarification on the offer or otherwise, please feel free to discuss the same with the undersigned. As a token of acceptance of our offer, please send us the confirmation through email by **end of day tomorrow.**

Please furnish the following documents at the time of joining:

(a) Copy of Date of Birth certificate

(b) Self Attested copies of provisional or final certificates of all qualifications obtained from SSC to date

(c) Document in support of previous salary received (if applicable)

Sheet1

APPENDIX		
CTC Details		
Name	Anuradha Narayan Poojari	
Designation	Student Relations Executive	
Location	Hyderabad	
A. GROSS SALARY BREAK-UP		
	Monthly	**Annual**
Basic	10,538	1,26,456
HRA	7,026	84,312
Monthly Gross Salary	**17,564**	2,10,768
PF	1,265	
ESI	571	
Monthly CTC	**19,400**	2,32,800
B. Annual Bonus		
Festival Bonus		7,200
TOTAL CTC (A + B)		**2,40,000**
Take Home salary Rs.16,100/- pm approximately		
Festival and other Bonus is announced on festive and other occasions		

-------- Forwarded message ---------
From: **TIME hr** <hr@time4education.com>
Date: Wed 11 Jan, 2023, 11:26 AM
Subject: Offer letter from T.I.M.E.
To: <sirisha.ansure27@gmail.com>

Dear Ms Sirisha Ansure,

Congratulations!

Based on our interaction with you, we are pleased to offer you a position of Student Relations Executive with the T.I.M.E. brand to be based at Hyderabad. Your job profile and other relevant details will be informed to you when you join. Your joining date will be not later than **01st June 2023.**

In terms of the **Cost to the Company (CTC)** we are offering you a CTC of Rs. **2,40,000/-** p.a (Rupees two lakh forty thousand only), which consists of gross salary and festival bonus. Your detailed breakup is outlined in the attached Annexure.

If you have any clarification on the offer or otherwise, please feel free to discuss the same with the undersigned. As a token of acceptance of our offer, please send us the confirmation through email by **end of day tomorrow.**

Please furnish the following documents at the time of joining:

(a) Copy of Date of Birth certificate
(b) Self Attested copies of provisional or final certificates of all qualifications obtained from SSC to date
(c) Document in support of previous salary received (if applicable).
(d) Relieving Order from the services of the previous employment (if applicable).
(e) Form 16 (Income Tax Act) or provisional certificate in lieu of the same from the previous employer (if applicable).
(f) 6 passport size photographs of yourself
(g) Self attested copy of address proof and ID proof
(h) 3 copies of self attested Aadhar card
(i) 3 copies of self attested PAN card

APPENDIX		
CTC Details		
Name	Ansure Sirisha	
Designation	Student Relations Executive	
Location	Hyderabad	
A. GROSS SALARY BREAK-UP		
	Monthly	**Annual**
Basic	10,538	1,26,456
HRA	7,026	84,312
Monthly Gross Salary	**17,564**	2,10,768
PF	1,265	
ESI	571	
Monthly CTC	**19,400**	2,32,800
B. Annual Bonus		
Festival Bonus		7,200
TOTAL CTC (A + B)		**2,40,000**
Take Home salary Rs.16,100/- pm approximately		
Festival and other Bonus is announced on festive and other occasions		

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

07 November, 2022

Ms. Sriya K S
Plot No-D, S.No 17, Ananth Nagar Colony,
Rasoolpura, Begumpet, Near Swami Narayan Temple,
Hyderabad 500003.

Dear Sriya,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position:	Customer Service Representative
Grade:	G1 L1
Start date:	On or Before 03 July, 2023
Compensation:	Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

Details of Compensation

Name : Sriya K S

Position : Customer Service Representative

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	11,160	133,920
• House Rent Allowance	4,554	54,648
• Flexible Benefits**	2,232	26,784
B. Bonus (20% of Basic Salary Paid Monthly)	2,232	26,784
C. Standard Benefits		
• Provident Fund***	1,607	19,284
• Gratuity	537	6,444
Gross Compensation (A+B+C)	22,322	**267,864**

		0%	100%	175%
Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0	32,144	56,251
Total CTC (Gross + VPI)##		**300,008**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** PF will be deducted as per the statutory norms*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI payout
Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature: _____

Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Associate Signature: _____

9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. This incentive will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, criminal screening, educational and employment verification, and reference checks. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

Associate Signature: _____

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

07 November, 2022

Ms. Sowmya Ceemala
#13-6-97, Ceemala Nilayam,
Karwan, Asifnagar,
Hyderabad 500006.

Dear Sowmya,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position:	Customer Service Representative
Grade:	G1 L1
Start date:	On or Before 03 July, 2023
Compensation:	Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

Details of Compensation

Name : Sowmya Ceemala

Position : Customer Service Representative

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	11,160	133,920
• House Rent Allowance	4,554	54,648
• Flexible Benefits**	2,232	26,784
B. Bonus (20% of Basic Salary Paid Monthly)	2,232	26,784
C. Standard Benefits		
• Provident Fund***	1,607	19,284
• Gratuity	537	6,444
Gross Compensation (A+B+C)	22,322	**267,864**

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0%	100%	175%
		0	32,144	56,251
Total CTC (Gross + VPI)##		**300,008**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** PF will be deducted as per the statutory norms*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI payout
Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature: _____

Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Associate Signature: _____

9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. This incentive will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, criminal screening, educational and employment verification, and reference checks. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

Associate Signature: _____

sagility™

Date: 25/01/2023

Mr/Ms/Mrs SYEDA NIDA

Dear NIDA,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Hyderabad.** You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining 07/SEP/2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as **"Trainee Process Consultant"**. You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
d) Six (6) passport size color photographs, for our records.
e) Photocopy of your Aadhaar Card with number
f) Proof of Address (Current and Permanent)

ours sincerely,

NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

Accepted by:
Signature: Nida
Name: Syeda Nida
Date: 29/01/2023
Place: Hyderabad

Incl: Annexure – I & II

nmental Details: The details of your emoluments and your salary are as follows – 1). Besides salary, you will be entitled to other benefits and allowances as per company's policy, which the company may from time to time revise.

will also be entitled to contributory provident fund and gratuity as per the s and regulations of the company, subject to statutory provisions.

tions as applicable under law, namely tax deduction at source, fringe benefit ax, shall be made on the salary month on month.

loyees are required to submit their tax planning and investment plans for a financial year to the company at the notified time and shall when called for nit proof of the investments in the form and manner acceptable to the income authorities. In the absence of the same, the company reserves its right to make deductions in the available time frame in the on-going year.

will be governed in all times by the policies, procedures and guidelines of the pany related to salary, allowances, benefits and perquisites which are specified his letter of appointment. Further, the Management may modify or change such wances, benefits and perquisites from time to time, in accordance with its ces.

you are required to keep your salary information confidential at all times and to disclose to anybody in the company or to outside agency.

other terms and conditions of your appointment are as follows:

aining: You will be initially on training for a period of twelve months from the e of your appointment. Please note that the following special terms and ditions of service are applicable to you, only during the period of training.

r continuation in the service of the company is subject to your satisfactory formance during the period of **training** and that the company reserves its ts to terminate your services in the event that your performance is found un-sfactory.

shall be entitled for a cumulative annual / earned leaves of 30 days, as per the ility employee leave policy. However, during the first 6 months of service, you not encouraged to avail leave even though the earned / annual leave shall rue to your account as per the Employee leave policy from time to time.

will deemed to be confirmed on completion of 12 months of satisfactory pletion of your training unless otherwise communicated to you by the pany in writing. During the period of training your services may be terminated the discretion of the management, with or without assigning any reason, with a ek's notice or one week's basic salary in lieu of notice. During this period, you also resign your appointment with one month's notice or payment of one nth's basic salary in lieu of notice, at the discretion of the company.

wise: Provided, however, that the above requirement may be altered / ified in such manner as may be necessary for the company to discharge it's ting and forthcoming obligations.

se note that in the event of your not joining the Company on or before the date tioned in this letter of appointment, this letter of appointment shall matically stand revoked.

rk Week: The standard work week is **Monday to Friday / Saturday**. You will given day off(s) in a week as per the policy of the company. However, the actual off(s) may vary from week to week in view of the nature of business of the pany and the exigencies of work.

ular Appointment: On satisfactory completion of your probation you will be sidered for regular employment in the Company. On being confirmed, the ice period for termination of service on either side will be Two month, however r continuation in the service of the company is still subject to your satisfactory

2.5 **Intellectual Property:** The rights to any invention, discovery or creation or any written or method relating to the company's operations arising out of any work done in the course of your employment shall automatically vest with the company. In this connection whenever required, the company may obtain patent rights in its name or jointly with others based on the basis of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and for registers in intellectual property rights. You will not, in any event be entitled to any compensation apart from a stipend for such acts. Notwithstanding anything contained herein and any rewards, compensation for performance bonuses or other acknowledgement of whatever kind, shall be deemed to confer on you any rights towards that invention, discovery, process improvement, or other intellectual property right, a process or method.

2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license and control duplication, distribution and preparation of derivatives of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purposes. You shall ensure that the Company complies with all statutory and / or legal requirements with regard to the area of your responsibility.

2.7 **Statutory Compliance:** You shall strictly adhere to the applicable laws and regulations of India and other country (ies) including, without limitation work permits, immigration requirements, etc.

2.8 **Company Property:** You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs, compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.

2.10 **Transfer:**

2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.

2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.

2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows:-

2.10.3.1 That you shall follow and be governed by the rules and regulations applicable.

2.10.3.2 That you shall honour and abide by the requirements under the work

You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.

Contact Details: You will keep us informed of any change in your residential address, civil or marital status and other such matters.

3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves it's right to make the deductions in the available time frame in the on-going year.

3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.

3.6 **Verification:**

3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.

3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to 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 of those external Interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.

3.8 **Annulment of Employment:** Please note that 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 and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:

3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or

3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;

3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;

3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.

4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves it's right in the following manner: -

4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.

4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.

5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.

6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.

7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees,(b) attempt to induce such other employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Comp any's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company.

8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and

8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;

8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.

8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company.

8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.

8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.

9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.

10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.

11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.

12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.

13.0 **Relocation**: expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from data of joining. You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.

14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act.

15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.:

sagility™

ANNEXURE II - SALARY & ALLOWANCES

Designation	SYEDA NIDA Trainee Process Consultant		
Grade	PC2		
Components	w.e.f - DOJ	Location	Hyderabad
	"A" FIXED	Monthly	Annual
Basic		4,718	56,616
House Rent Allowance		1,887	22,644
Shift Allowance		4,697	56,364
"A" Sub-total – Gross Pay		**11,302**	**1,35,624**
	"B" RETIRAL BENEFITS		
Advance against Statutory Bonus		944	11,324
Provident Fund – ***Employer's Contribution***		1,130	13,560
Gratuity		227	2,724
ESIC Contribution – ***Employer's Contribution***		398	4,776
"B"Sub-total– Retiral benefits		2,699	32,376
Total Salary Cost (A + B)		**14,001**	**1,68,000**
	"C" VARIABLE PAY		
Performance Incentives ***(@ 100% of given achievement targets)***		1,000	12,000
"C" Sub-total - Variable		1,000	12,000
Total Cost to Company (A + B + C)		**15,001**	**1,80,000**
	"D" INSURANCE / OTHER BENEFITS		
Total Cost to Company : (A + B + C + D)		**15,001**	**1,80,000**
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure		11,024	1,32,288

Benefit / Scheme	Description	Value / PA
# Onetime Retention Bonus	A onetime retention bonus of Rs 6000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs 10,000/- on completion of 18 months	**Rs. 16,000 p.a****
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.	**Rs. 12,000 p.a****
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	**Rs. 24,000 p.a****
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:	**Rs. 6,02,000 p.a****
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	**Rs. 6,00,000 p.a****
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	**Rs. 1,00,000 p.a****
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	**As applicable*p.m**
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	**As applicable***
Advance against provisional minimum statutory bonus	Provided @ 20% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land	**As applicable***
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	**As applicable*p.m**
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	**As applicable*p.m**
Professional Tax	If any as per the applicable rules in your state.	**As applicable*p.m**

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Nida

Candidate Name: Syeda Nida

Date: 29/01/2023

NAME: **Kiran Kumar G**

DESIGNATION: **Deputy General Manager(HR)**

Sagility India Private Limited

As per ESIC, family means all or any of the following relatives of an insured person namely - a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents

sagility™

ANNEXURE II - SALARY & ALLOWANCES

SYEDA NIDA

Trainee Process Consultant

PC2	**Location**	**Hyderabad**	
w.e.f - DOJ		**Monthly**	**Annual**
"A" FIXED			
Basic		4,718	56,616
House Rent Allowance		1,887	22,644
Shift Allowance		4,697	56,364
"A" Sub-total - Gross Pay		**11,302**	**1,35,624**
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		944	11,324
Provident Fund - ***Employer's Contribution***		1,130	13,560
Gratuity		227	2,724
ESIC Contribution - ***Employer's Contribution***		398	4,776
"B"Sub-total- Retiral benefits		2,699	32,376
Total Salary Cost (A + B)		**14,001**	**1,68,000**
"C" VARIABLE PAY			
Performance Incentives ***(@ 100% of given achievement targets)***		1,000	12,000
"C" Sub-total - Variable		1,000	12,000
Total Cost to Company (A + B + C)		**15,001**	**1,80,000**
"D" INSURANCE / OTHER BENEFITS			
Total Cost to Company : (A + B + C + D)		**15,001**	**1,80,000**
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure		11,024	1,32,288

Benefit / Scheme	**Description**	**Value / PA**
# Onetime Retention Bonus	A onetime retention bonus of Rs 6000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs 10,000/- on completion of 18 months	**Rs. 16,000 p.a****
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.	**Rs. 12,000 p.a****
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	**Rs. 24,000 p.a****
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:	**Rs. 6,02,000 p.a****
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	**Rs. 6,00,000 p.a****
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	**Rs. 1,00,000 p.a****
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	**As applicable*p.m**
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	**As applicable***
Advance against provisional minimum statutory bonus	Provided @ 20% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land	**As applicable***
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	**As applicable*p.m**
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	**As applicable*p.m**
Professional Tax	If any as per the applicable rules in your state.	**As applicable*p.m**

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Nida

Candidate Name: Syeda Nida

Date: 29/01/2023

NAME: **Kiran Kumar G**

DESIGNATION: **Deputy General Manager(HR)**

Sagility India Private Limited

: As per ESIC, family means all or any of the following relatives of an insured person namely :- a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Letter of Employment Intent

Date: 8th December, 2022. Name:
A.G.Anoushka Shree
Email id:
aganoushkashree@gmail.com
Phone Number: 7780265476
Location: Hyderabad.

Dear A.G.Anoushka Shree,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the **'Associate Consultant'** position with Regalix India Pvt Ltd, **Hyderabad, India**.

Please treat this as a **letter of intent ("LOI")** valid for a period of **180** days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on either party unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid **180** days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and successful completion of your academic certification and will be issued at the sole discretion of Regalix India Pvt Ltd. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before the issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Copy of Aadhar Card
- Passport Size Photographs (2)
- Copy of PAN card

The tentative date we expect you to join the service of our company is on or before **5th June 2023**.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Your initial posting will be at **Regalix India Pvt Ltd., Hyderabad, India**. However, these are subject to change to any other location/office or shift timing of the Company or to any subsidiary or associate company. You will be reporting to the office location as mentioned in the offer letter at the time of joining.

Annexure I

Compensation & benefits

Upon signing the Offer Letter, you would be eligible for a **CTC of Rs. 3,00,000 per annum**. The same may be revised at the time of the issuance of an Offer Letter as prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

In addition to the CTC, you will be eligible for a quarterly performance-linked Incentive. The company shall establish the performance goals and objectives on which the incentive payout shall be based on.

You shall be eligible to earn a one-time bonus pay of **INR 1,00,000 (Rupees One Lakh Only)** on successful completion of the first **12** months of your service with us from the date of joining.

You will also be eligible for an annual compensation review upon completion of 1 year of service. The compensation review will be based on your individual contribution and the Company's overall performance.

You will be entitled to relocation benefits in accordance with the company's intercity relocation policy.

In addition, you will be eligible for benefits as per company policies.

Transport Allowance

You shall be eligible for a home pickup & drop facility managed by company-provided transport. Should you not opt for company provided transport, an allowance of up to **INR 48,000/- per annum** is payable along with your salary on monthly basis. The same will be processed based on the number of working days and will be taxable.

Eligibility*: A home pickup & drop facility is provided if the home location is within a 20 kilometres radius of the office premises. The home location should be feasible for easy movement of transport vehicles.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Shift Allowance

You shall be eligible for Night Shift Allowance (NSA) of up to **INR 36000/- per annum** payable along with your salary on monthly basis.

Eligibility*: Night shift allowance is payable if you work a shift that starts between 5:00 pm to 5:00 am. The same will be processed basis on the number of working days with your monthly salary and will be taxable.

Food Allowance

You shall be eligible for a food allowance of up to **INR 26,400/- per annum** if the designated work location is Regalix's home office or in case of unavailability of a food facility at the client's work premises.

Insurance

You are entitled to Insurance covering yourself, your spouse, and two children maximum of up to **Rs.5,00,000/.**

1. This offer is contingent upon the successful completion of the course you are pursuing and your background screening as per the norms of the organization.
2. If on verification, at the time of appointment or at a later date it is found that you have misrepresented certain information deliberately or otherwise, in such cases your services with the company will be liable to termination.
3. This communication is a "**Letter of Intent**" and you will be issued a letter of appointment by Regalix India Pvt Ltd.. along with detailed terms and conditions of appointment on your joining confirmation.
4. We congratulate you on your selection and welcome you to be part of our dedicated team striving for excellence of the company in all areas of business.
5. We request you to please affix your signature at the space provided below on the duplicate copy of the letter, a token of your acceptance of the above terms and return it to us.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

It is our hope that your acceptance of our "Letter of Intent" will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate copy "Letter of Intent" to the undersigned, as a sign of your acceptance of the offer, the latest by **20th December 2022.**

Sincerely,

For, Regalix India Private Ltd

Regalix INDIA PVT. LTD. Bengaluru 560 001

Shanta Sarkar

Shanta Sarkar

Associate Vice President – People Success

Acknowledgment

I accept the terms and conditions stipulated in the above Letter of Intent. I shall report for duty on the date as mentioned in the offer letter.

Name: A.G.Anoushka Shree
PLACE: Hyderabad

Signature
DATE: 09-12-2022

sagility™

Date: 25/01/2023

Mr/Ms/Mrs G APARNA

Dear APARNA,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Hyderabad.** You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining 07/SEP/2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as "**Trainee Process Consultant**". You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
b)Certificates/testimonials of your past experience, including certificate from your last employer.(If applicable)
c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
d) Six (6) passport size color photographs, for our records.
e) Photocopy of your Aadhaar Card with number
f) Proof of Address (Current and Permanent)

Yours sincerely,

NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

Accepted by:
Signature: G. Aparna
Name: G Aparna
Date: 25/1/2023
Place: Hyderabad

Encl: Annexure – I & II

sagility™

Annexure- I Terms and Conditions of your appointment

1.1 **Remuneration Details**: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.

1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.

1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.

1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.

1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.

1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.

2.0 The other terms and conditions of your appointment are as follows:

2.1 **Training**: You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.

2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of **training** and that the company reserves its rights to terminate your services in the event that your performance is found un-satisfactory.

2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.

2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.

Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.

2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked.

2.2 **Work Week**: The standard work week is **Monday to Friday / Saturday**. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.

2.3 **Regular Appointment:** On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with **Two** months' notice or **Two month's** basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.

Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.

2.4 **Confidentiality:** You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.

2.5 **Intellectual Property**: The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.

2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.

2.7 **Statutory Compliance**: You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc.

2.8 **Company Property**: You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.

2.10 **Transfer:**

2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.

2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.

2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows. -

2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.

2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.

2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.

2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.

3.0 Other terms and conditions:

3.1 **Working Hours** – The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.

3.2 **Double Employment Prohibited:**

3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.

3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.

3.3 **Contact Details**: You will keep us informed of any change in your residential address, civil or marital status and other such matters.

3.4 **Statutory Deductions**: Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves it's right to make the deductions in the available time frame in the on-going year.

3.5 **Company Regulations**: You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.

3.6 **Verification**:

3.6.1 **Verification**: Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.

3.7 **Declarations & Representations**: You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to 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 of those external Interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.

3.8 **Annulment of Employment**: Please note that 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 and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:

3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or

3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events,

3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;

3.9 **Termination for Breach**: In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.

4.0 **Savings**: Notwithstanding anything contained herein, the company hereby reserves it's right in the following manner: -

4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.

4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.

5.0 **Validity of Appointment Letter**: This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.

6.0 **Governing Law & Jurisdiction**: The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.

7.0 **Non-Solicitation**: - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees,(b) attempt to induce such other employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company.

8.0 **Non-Compete**: - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and.

8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company.

8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.

8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company.

8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.

8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.

9.0 **Representation**: The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.

10.0 **Interpretation/Severability**: If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.

11.0 **Waiver of Breach**: Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.

12.0 **Survival**: All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.

13.0 Relocation: expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining, You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.

14.0 Maternity Benefit: All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act.

15.0 **Acceptance**: If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.

sagility™

ANNEXURE II - SALARY & ALLOWANCES

Name	G APARNA		
Designation	Trainee Process Consultant		
Grade	PC2		
Components	w.e.f - DOJ	Location	Hyderabad
		Monthly	Annual
"A" FIXED			
Basic		5,910	70,920
House Rent Allowance		2,364	28,368
Shift Allowance		5,000	60,000
Skill Allowance		884	10,608
"A" Sub-total - Gross Pay		**14,158**	**1,69,896**
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		1,182	14,184
Provident Fund - ***Employer's Contribution***		1,415	16,980
Gratuity		284	3,408
ESIC Contribution - ***Employer's Contribution***		499	5,988
"B"Sub-total- Retiral benefits		**3,380**	**40,564**
Total Salary Cost (A + B)		**17,538**	**2,10,460**
"C" VARIABLE PAY			
Performance Incentives ***(@ 100% of given achievement targets)***		2,000	24,000
"C" Sub-total - Variable		**2,000**	**24,000**
Total Cost to Company (A + B + C)		**19,538**	**2,34,460**
"D" INSURANCE / OTHER BENEFITS			
Total Cost to Company : (A + B + C + D)		**19,538**	**2,34,460**
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure		**13,809**	**1,65,708**

Benefit / Scheme	Description	Value / PA
Performance incentives	Will be paid every month on achieving process defined targets goals as defined in table below, The first three month's performance incentive will be paid on target during the seventh month payroll	**Rs. 24,000p.a****
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	**Rs. 24,000p.a****
Voice Skill Allowance	The allowance will be paid as follows: . It will be paid in equal monthly instalments along with the monthly payroll . This would attract the applicable statutory deductions . This allowance is applicable as long as you are deployed in the current process This allowance is over and above your CTC and this amount will not be considered for any salary revision	**Rs. 25,000 ****
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	**Rs. 6,00,000p.a****
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	**Rs. 1,00,000p.a****
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	**As applicable*p.m**
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	**As applicable***
Advance against provisional minimum statutory bonus	Provided @ 20% of your Basic pay (PA) subject to the clause. The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land	**As applicable***
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	**As applicable*p.m**
Income Tax	Appropriate income tax would be deducted in the payroll every month.	**As applicable*p.m**
Professional Tax	If any as per the applicable rules in your state.	**As applicable*p.m**

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Candidate Name: G. Aparna
Date: 25/1/2023

NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

i As per ESIC, family means all or any of the following relatives of an insured person namely – a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

9 October 2022

D. Sai Rupa
c - 15 road no 9, Film Nagar, Jubilee hills, Hyderabad
Hyderabad Telangana 500096
India

Private & Confidential

Dear D.Sai Rupa

Congratulations, and welcome to Dell!

We are pleased to extend our offer of employment to D. Sai Rupa (employee hereafter “you/your”) with Dell Australia Pty. Limited (7390) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Representative 2, Inside Sales at career level Inside Sales Individual Contributor IS2, reporting to Dinesh Kimothi (846268), Senior Director, Inside Sales Management. Your start date is 14 August 2023.

You will be based at our offices in Hyderabad, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company (inclusive of a lunch break). Please take note that certain functions such as Sales,Technical Support, Manufacturing, Information Services require staggered/shift hours.

Place of Work

Your usual place of work will be at Hyderabad, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work , either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary, of INR 534,100 per annum.

Base salary is comprised of Basic and Basket of allowances. Basic is INR 213,640.00. Basket of allowances is 320,460.00.

*The Basket of Allowances includes components such as HRA and LTA. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirals

Retirals is comprised of PF. PF is 12% Annual.

****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basket of allowances (BOA) will be considered up to the extent of INR 15,000 per month. Illustration: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employer and Employee contribution to PF will be 960.

***** PF contribution for International workers : If you are an International Worker as defined in EPF Act 1952, holding a passport other than “Indian passport” or you are an OCI(Overseas Citizen of India) card holder, then for the purpose of PF contribution, the sum total of your basic salary and undeclared portion of the basket of allowances (BOA) will be considered and PF contributions made accordingly. Illustration: If your monthly basic salary is INR 20,000 and your undeclared BOA is INR 40,000, then PF = 12% of 60,000 which amounts to INR 7200. Both Employer and Employee contribution to PF will be INR 7200 each .

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard deduction of Rs 200/- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Total On-Target Remuneration will be INR763,000 plus Retirals per annum.

Your salary will be paid monthlyvia Electronic Funds Transfer to the bank account nominated by you. We will advise you of the relevant date of payment.

Variable Compensation

The variable compensation will be detailed in the Goal Achievement Form (GAF) upon commencement. The split between base and variable or bonus may be amended from time to time, in accordance with company practice and policy. As a sales employee, your compensation is on a split.

You may be eligible for a period of guaranteed prorated Target Incentive in accordance with the Company’s Global Sales Compensation Policy.

Total Cost to Companywill be INR788,636 per annum.

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments.

Benefits

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to vary or amend the terms of any benefit or existing benefit policy offered in accordance with applicable local law.

Mileage reimbursement

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with applicable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous employment is with any of the Dell group of companies, this clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than **30 days** or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party **60 days or 2 month**'s written notice prior to the termination date or salary in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Dell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and property of Dell which are in your possession or control.

Restraint:

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or clients of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or attempting to entice any employee away from the Company.

Code of Conduct

The company's Code of Conduct sets out the standards of business conduct to which all employees are expected to adhere. We take our Code of Conduct very seriously in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissal. A copy of the Code of Conduct shall be given to you in your Employee Orientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest ethical standards in your dealings. Use of any company assets for unlawful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Dell Australia Pty. Limited (7390) will obtain, hold and use personal data relating to you in the context of your employment, including, but not limited, your name, number, cost centre, address, emergency contact details (e.g. home telephone number), educational details/history/qualifications and employment history, proof of right to work, any director or officer posts held, outcomes of any pre-employment screening, salary information including details on commissions bonuses and profit share, pension, stock option rights and details related thereto as well as additional benefit details, job description, job level, job grade, performance plans and performance rating details including sales and margin targets and achievements, Individual Work history.

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disaster recovery data duplication, administering and maintaining personnel records (includes sickness and other absence records), assessing fitness for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering benefits such as pension, stock purchase and stock option programmes, life, health and medical insurance, analysing sales and sales related activity, career and succession planning, performance appraisals and reviews, employee development and training, resources and skills allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tax, social security authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell Australia Pty. Limited (7390) or any part of Dell Australia Pty. Limited (7390)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell Australia Pty. Limited (7390), any other Dell Australia Pty. Limited (7390). company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Dell Australia Pty. Limited (7390) company or third party even if such company or third party is situated outside India in a country which does not offer a level of data protection compared to the level applied in India. Dell Australia Pty. Limited (7390) will put in place adequate safeguards with such third parties to ensure an adequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or as authorized in writing by the Company. Such Information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and announced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and anticipated relationships between the Company and other companies; sales levels, profit levels, pricing and other unpublished financial data; and budget, staffing, compensation, equipment and related plans;

d) Information relating to the Company's customer and vendor relationships. This includes performance requirements, development and delivery schedules, device and product pricing and quantities, and other information communicated to the Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restrictions imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and Intellectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect against a breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to it, to the granting of injunctive relief without proof of actual damages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding Intellectual Property, Confidential and Proprietary Information.
For a period of one (1) year after termination of this Contract for whatever cause, you shall not solicit or endeavor to take away from the Company the business of any customers or clients of the Company.

Intellectual Property and Copyright
While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment. Intellectual Property includes each discovery, idea, improvement, or invention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's equipment, supplies, facilities, or information. All Intellectual Property, in whatever form, is the Company's property. You will assign to and agree to assign to the Company and its nominees, without additional compensation, all of your worldwide and perpetual rights in Intellectual Property. You will assist the Company in all ways, including giving evidence and executing any documents deemed helpful or necessary by the Company to establish, perfect, and register worldwide, at the Company's expense, such rights in Intellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against misappropriation or infringement by third parties. If you come across any cases of infringement of the rights of the Company in its Intellectual Property, you will promptly notify the Company of such infringement and assist the Company in all ways to protect its Intellectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate in conducting exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietary information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

You will not export or otherwise transfer out of India or release to any person, Controlled Technology or Software, during or after employment with the Company, except as authorized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Export Administration Regulations and includes, but is not limited to:

- Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;
- Technical information of Dell Australia Pty. Limited (7390), its affiliates, its customers or other third parties that is in use, planned, or under development, such as but not limited to: manufacturing and/or research processes or strategies (including design rules, device characteristics, process flow, manufacturing capabilities and yields); computer product, process and/or devices (including device specification, system architectures, logic designs, circuit implementations); software product (including operating system adaptations or enhancements, language compliers, interpreters, translators, design and evaluation tools, and application programs); and any other databases, methods, know-how, formulae, compositions, technological data, technological prototypes, processes, discoveries, machines, inventions, and similar items;
- Information relating to future plans of Dell Australia Pty. Limited (7390), its affiliates, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals; proprietary production processes; research and development strategies; and similar items.
- Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Dell Australia Pty. Limited (7390)'s Legal Department, or Dell Australia Pty. Limited (7390)'s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company. If your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the costs paid to you or incurred on your behalf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully upgrade your skills and capabilities needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment obligations cannot be waived except by a written communication by the Company.

Secondary employment and outside business ventures: While in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service, service rules and amendments made and communicated from time to time.

Retirement

You shall retire on the attainment of sixty two (62) years unless specifically communicated by the company in writing to continue in service beyond this age.

Regards,

Savneet

Savneet Shergill

Talent Acquisition Senior Director

Verified by

Arnav.Mathur@Dell.com

Arnav Mathur

Senior Analyst, Talent Acquisition

Confirmation of Acceptance

I, D. Sai Rupa, confirm that I have read, understood and accept the terms and conditions of employment with Dell. I authorize the Company to make deductions from my wages pursuant to clause “remuneration” of this agreement.

I confirm that I will commence employment with Dell on 14 August 2023.

{{SigB_es_:signer1:signatureblock}} {{Dte_es_:signer1:date}}

D. Sai Rupa

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your original handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Arnav Mathur / Arnav.Mathur@Dell.com. If you need to return the documentation in a different manner, please let your recruiter know.

This offer of employment is subject to the submission of your awaited **Marks Cards & Provisional / Convocation Certificate. In the event, the **Marks Cards & Provisional / Convocation Certificate** are not submitted within the first 30 days of joining the company or you fail to clear the exams, the offer letter shall stand withdrawn and cancelled with immediate effect.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Letter of Employment Intent

Date: 8th December, 2022.
Name: B.Mahathi Satya Reddy
Email id: reddymahathi98@gmail.com
Phone Number: 9912283399
Location: Hyderabad.

Dear B.Mahathi Satya Reddy,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the **'Associate Consultant'** position with Regalix India Pvt Ltd, **Hyderabad, India**.

Please treat this as a **letter of intent ("LOI")** valid for a period of **180** days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on either party unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid **180** days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and successful completion of your academic certification and will be issued at the sole discretion of Regalix India Pvt Ltd. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before the issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education) • Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Copy of Aadhar Card
- Passport Size Photographs (2)
- Copy of PAN card

The tentative date we expect you to join the service of our company is on or before **5th June**

2023.

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

Your initial posting will be at **Regalix India Pvt Ltd., Hyderabad, India**.However, these are subject to change to any other location/office or shift timing of the Company or to any subsidiary or associate company. You will be reporting to the office location as mentioned in the offer letter at the time of joining.

Annexure I

Compensation & benefits

Upon signing the Offer Letter, you would be eligible for a **CTC of Rs. 3,00,000 per annum**. The same may be revised at the time of the issuance of an Offer Letter as prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

In addition to the CTC, you will be eligible for a quarterly performance-linked Incentive. The company shall establish the performance goals and objectives on which the incentive payout shall be based on.

You shall be eligible to earn a one-time bonus pay of **INR 1,00,000 (Rupees One Lakh Only)** on successful completion of the first **12** months of your service with us from the date of joining.

You will also be eligible for an annual compensation review upon completion of 1 year of service. The compensation review will be based on your individual contribution and the Company's overall performance.

You will be entitled to relocation benefits in accordance with the company's intercity relocation policy.

In addition, you will be eligible for benefits as per company policies.

Transport Allowance

You shall be eligible for a home pickup & drop facility managed by company-provided transport. Should you not opt for company provided transport, an allowance of up to **INR 48,000/- per annum** is payable along with your salary on monthly basis. The same will be processed based on the number of working days and will be taxable.

Eligibility*: A home pickup & drop facility is provided if the home location is within a 20 kilometres radius of the office premises. The home location should be feasible for easy movement of transport vehicles.

Shift Allowance

You shall be eligible for Night Shift Allowance (NSA) of up to **INR 36000/- per annum** payable along with your salary on monthly basis.

Eligibility*: Night shift allowance is payable if you work a shift that starts between 5:00 pm to 5:00 am. The same will be processed basis on the number of working days with your monthly salary and will be taxable

Food Allowance

You shall be eligible for a food allowance of up to **INR 26,400/- per annum** if the designated work location is Regalix's home office or in case of unavailability of a food facility at the client's work premises.

Insurance

You are entitled to Insurance covering yourself, your spouse, and two children maximum of up to **Rs.5,00,000/.**

1. This offer is contingent upon the successful completion of the course you are pursuing and your background screening as per the norms of the organization.
2. If on verification, at the time of appointment or at a later date it is found that you have misrepresented certain information deliberately or otherwise, in such cases your services with the company will be liable to termination.
3. This communication is a "**Letter of Intent**" and you will be issued a letter of appointment by Regalix India Pvt Ltd.. along with detailed terms and conditions of appointment on your joining confirmation.
4. We congratulate you on your selection and welcome you to be part of our dedicated team striving for excellence of the company in all areas of business.
5. We request you to please affix your signature at the space provided below on the duplicate copy of the letter, a token of your acceptance of the above terms and return it to us.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU - 560001, INDIA

• CIN:U72200KA2008PTC067478
• PAN:AAECR2608A

It is our hope that your acceptance of our "Letter of Intent" will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate copy "Letter of Intent" to the undersigned, as a sign of your acceptance of the offer, the latest by

20th December 2022.

Sincerely,

For, Regalix India Private Ltd

Shanta Sarkar

Associate Vice President – People Success

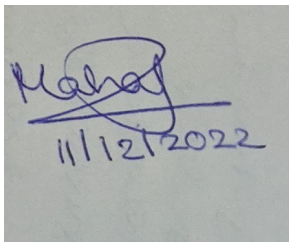
Acknowledgment

I accept the terms and conditions stipulated in the above Letter of Intent. I shall report for duty on the date as mentioned in the offer letter.

Name: B.Mahathi Satya Reddy

PLACE: Hyderabad

Signature



DATE:11th december,2022

PRIVATE & CONFIDENTIAL

BHANU SREE PABBATHI
8-3-228/678/1009/253
SPR HILLS
YOUSUFGUDA HYDERABAD
Hyderabad-500018
Telangana
INDIA

January 20,2023

Dear BHANU SREE PABBATHI

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Revenue Cycle Representative** in Grade **13** in Department **RCM** with our organization commencing from **June 14, 2023**

Your annual compensation will be INR **300000 /-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Hyderabad - NSL2** office on **June 14, 2023** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

BHANU SREE PABBATHI

Annexure I

	Annual	Monthly
Basic	150000	12500
HRA	75000	6250
Special Allowance	34280	2857
Statutory Bonus	8400	700
Provident Fund	21600	1800
Gratuity	7215	601
Insurance	3505	292
Total CTC	300000	25000

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature Date

BHANU SREE PABBATHI

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.

Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

   I. A working day shall comprise of nine hours.

   II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

   I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.

   II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.

   III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

   a. Relocation Expenses

   You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

   b. Leave Entitlement Policy

   All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

   c. Travel

   You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- For IKS Margin/IKS Care/IKS Enabling in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 1 month of prior notice by either side is applicable.
- For IKS Coding in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 2 months of prior notice by either side is applicable.
- IKS Practice in Grade 11 to 13- Two months prior notice by either side
- Grade 8 to 10 – Two months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice
- Grade 2 to 7 – Three months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct

b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;

c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or

d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. **Retirement**

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. **Confidentiality**

a. You agree at all times during the term of your employment and thereafter:
i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.

b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact.
For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. **Intellectual Property**

a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.

b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.

c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health

d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. **Data Privacy Compliance Policy**

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;

b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

11. **Restrictive Covenants**

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.

b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.

c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.

f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.

b. IKS Health has legitimate business reasons for requiring such restrictive covenants.

c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and

d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. **Representation and Warranty**

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. **Indemnification**

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Limited
(*This is an electronically generated document and hence not signed)

Annexure IV

Information Declaration Form

To Whom It May Concern:

I ***BHANU SREE PABBATHI***

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.

- of my qualification/degree (copy of my certificates attached)

- information in respect to my character from the records maintained by local authorities

- Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

---

Signature Date

BHANU SREE PABBATHI

Providence

October 18, 2022

Dear **Bhargavi Priya P,**

Welcome to **Providence Global Center ("PGC")**! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date **July 3, 2023. (Please contact us immediately if you require an alternative joining date).** Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card)Job Title:	**Application Analyst**
Internal (Address Book) Job Title:	**Application Analyst**
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	**Providence Global Center LLP** **8th Floor, Skyview 10** **83/1, Raidurgam - Hitech City Rd** **Hyderabad, Telangana 500081** **9:00am** - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an **INVENTION AND NON- DISCLOSURE AGREEMENT** and if requested, a **NON-COMPETITION AND NON-SOLICITATION AGREEMENT,** to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents. • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further**.** The INR **100,000.00** will be paid on the next feasible payroll following your date of employment **("Hire Date")**. The INR **100,000.00** will be paid after completion of your first year with PGC. The INR **100,000.00** will be paid after completion of your second year with PGC. The INR **100,000.00** will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

REMUNERATION (Cost to Company - CTC)

1.1 Remuneration

Upon joining the Organization, your total annual cost to company (CTC) for the year is **INR 650,000.00.** The break-up of the total annual CTC shall be as set out below. The CTC shall be prorated if for part of an applicable period.

1.2 CTC structure (all amounts in INR)

Components	Annual Offer
A. Basic salary	236,278.00
B. Flexible Benefit Plan (FBP)	259,907.00
C. HRA	94,511.00
Fixed Salary (A+B+C)	590,696.00
D. Company's contribution to PF	28,353.00
Fixed Base Salary (Ann Base+D)	619,049.00
E. Annual Target %	5.00
E. Annual Target Bonus	30,952.00
Fixed Base + Target Bonus (D+E)	650,000.00
Total Cost to Company	650,000.00
Total Cost to Company + Sign On	750,000.00
Add Ons	**INR**
Sign on Bonus	100,000.00
Retention Bonus Year one	100,000.00
Retention Bonus Year two	100,000.00
Retention Bonus Year three	100,000.00

*Please note that the payment of the annual target bonus is discretionary and is, amongst other conditions, subject to satisfactory organizational and individual performance, viable business case and applicable market conditions.

1.3 Benefits – please also find attached Health and Wellness Highlights for more details regarding specific programs. Additional information will be provided at joining.

a) Medical Insurance Coverage**:** Caregiver, Spouse/Partner, all dependent children up to 25 years of age, plus two dependent parents/in laws in any one set. The annual insured amount for the persons covered will be in accordance with PGC's policies applicable at the relevant time.

b) Personal Accident Insurance Coverage**:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with PGC's policies applicable at the relevant time.

c) Life Insurance Coverage**:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with 4
PGC's policies applicable at the relevant time.

d) Maternity Benefit and Crèche Facility**:** Where applicable, benefits will be as per the Maternity Benefits Act 1961 and PGC's Maternity Benefit Policy will be available to all female caregivers.

e) Gratuity**:** Where applicable, as required under the Payment of GratuityAct, 1972.

1.3 Telephone Reimbursement**:**Reimbursement of expenses incurred on telephone and mobile can be claimed against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Maximum annual reimbursements will apply.

1.4 Meal Benefit**:** A meal subsidy to be provided with a daily allotment to all employees.

1.5 LTA (Leave Travel Allowance)**:**Leave Travel Allowance will be payable as per PGC's policies applicable at the relevant time.

1.6 Organization's contribution towards Provident Fund (PF)**:** The Provident Fund membership begins on the Employment Start Date, subject to the caregiver joining PGC. Unless otherwise permitted by law, the caregiver shall continue to be a member of the PF during the tenure of the caregiver with PGC.

1.7 Annual Leave Entitlement**:** Annual Leave Entitlement will be applicable as per PGC's policies applicable at the relevant time. Please refer to the Leave policy for details.

2. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits:

2.1 Remuneration payable under the Employment Contract (including, its structure or components or any of the benefits) are subject to PGC's policies applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by PGC.

2.2 Certain payments or benefits require that you must be in the employment of PGC at the time of payment. These will be either set out in this offer letter, assignment letter or as applicable under PGC's policies for such payments or benefits at the relevant time.

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Ganta Navyasri
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain,

in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.
Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.
These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.
I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.
I confirm that I shall commence employment on:

_____ _____
Ganta Navyasri Navyasri Sri Date

Offer Letter Attachments

Ganta Navyasri-Exhibits.pdf

RESPONSE *

Not Specified

CONFIRM YOUR PASSWORD *

FULL NAME *

Please type your full name to confirm you have read and accepted the agreement(s) presented.

E Offer Signature Date

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Dhanya Sri
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all

applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the

Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Dhanya Sri Bhaskarabhatla Date

Offer Letter Attachments

Dhanya Sri-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

B. Dhanya Sri

E Offer Signature Date

2/2/23

E Offer Signature IP Address

54.167.38.53

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

FADV Form to complete - India

Additional Information - New Hire (India)

3 Accept Offer

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Please note: the offer letter and any attachments will no longer be available to you once you accept the offer. If you would like this information for your records, please print them out prior to acceptance.

Offer Letter Body

CORTEVA™ agriscience

APPOINTMENT LETTER

Dear Mr. /Ms. Naga Vaishnavi
Date: January 12, 2020

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of AP Specialist within Corteva Finance. Your position will be based in Asia Pacific>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of June 1, 2020.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:

With Best Wishes,

Yours sincerely,
Veeraraghavan M, Director- HR, South Asia

EXHIBIT - I
TERMS OF EMPLOYMENT

1. COMMENCEMENT OF EMPLOYMENT

Your employment is effective from June 1, 2020. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.

2. LOCATION

Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.

The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad

3. REMUNERATION

a) Salary

Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.

The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.

b) Other Benefits

The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.

4. RETIREMENT AGE

The Company's retirement age is 60 years.

5. PROTECTION OF INTELLECTUAL PROPERTY

a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions. Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.

b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.

c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.

d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.

The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.

On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____
Naga Vaishnavi P Date

Offer Letter Attachments
Campus-AP Specialist-Vaishnavi.pdf

Response
Accept the offer

Confirm your password
******

Full Name
P. Naga Vaishnavi

E Offer Signature Date
1/13/20

E Offer Signature IP Address

Copyright © 2019 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Madhuri Keshapally
Date: January 31, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as

the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Madhuri Keshapally Date

Offer Letter Attachments

Madhuri Keshapally-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Madhuri Keshapally

E Offer Signature Date

2/1/23

E Offer Signature IP Address

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Thanmayee Polisetty
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of August 2, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from August 2, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as

the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Polisetty Thanmayee Date

Offer Letter Attachments

Thanmayee Polisetty-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Polisetty Thanmayee

E Offer Signature Date

2/1/23

E Offer Signature IP Address

54.167.38.53

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Banda Deekshita
Date: January 31, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia

EXHIBIT - I

TERMS OF EMPLOYMENT

1. COMMENCEMENT OF EMPLOYMENT

Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.

2. LOCATION

Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad

3. REMUNERATION

a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.

4. RETIREMENT AGE

The Company's retirement age is 60 years.

5. PROTECTION OF INTELLECTUAL PROPERTY

a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all

applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the

Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Banda Deekshitha Date

Offer Letter Attachments

Deekshita Banda-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Banda Deekshitha

E Offer Signature Date

2/1/23

E Offer Signature IP Address

54.167.38.53

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

Original text

Contribute a better translation

URN TO MY ACCOUNT

APPOINTMENT LETTER

Dear Mr. /Ms. Manisha Kumawat
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia

EXHIBIT - I

TERMS OF EMPLOYMENT

1. COMMENCEMENT OF EMPLOYMENT

Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.

2. LOCATION

Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad

3. REMUNERATION

a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.

4. RETIREMENT AGE

The Company's retirement age is 60 years.

5. PROTECTION OF INTELLECTUAL PROPERTY

a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all

applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the

Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Manisha Kumawat Date

Offer Letter Attachments

Manisha Kumawat-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Manisha Kumawat

E Offer Signature Date

2/1/23

E Offer Signature IP Address

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Darugupally Vaishnavi
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as

the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions. Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.

b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.

c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.

d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.

The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.

On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Darugupally Vaishnavi Date

Offer Letter Attachments

D.Vaishnavi-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Darugupally Vaishnavi

E Offer Signature Date

2/1/23

E Offer Signature IP Address

49.205.252.120

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Sara Irfan Saifuddin
Date: January 31, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions. Your obligations hereunder shall continue beyond the termination of your employment, with respect to

improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.
Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.
These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Sara Irfan Saifuddin Date

Offer Letter Attachments

Sara Irfan Saifuddin-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Sara Irfan Saifuddin

E Offer Signature Date

2/4/23

E Offer Signature IP Address

54.167.38.53

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Rithu Jalagari
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all applications, assignments and instruments and render all such assistance as

the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Jalagari Rithu Date

Offer Letter Attachments

Jalagari Rithu-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Jalagari Rithu

E Offer Signature Date

2/8/23

E Offer Signature IP Address

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

You have completed this task RETURN TO MY ACCOUNT

Offer Acceptance eOffer

Required fields are marked with an asterisk.

Offer Letter Body

APPOINTMENT LETTER

Dear Mr. /Ms. Muskan Singh
Date: February 1, 2023

On behalf of the Corteva Agriscience Company, I am pleased to offer you the position of Specialist within Corteva Agriscience. Your position will be based in South Asia>India>Telangana>Hyderabad>AP-IN-Hyderabad-DSCI-2 with an anticipated start date of July 5, 2023.

As a worldwide leader, Corteva is committed to success in everything we do. Part of this commitment is providing an extensive total compensation package for our employees. We are pleased to present the following offer with below terms and conditions:
With Best Wishes,
Yours sincerely,
Veeraraghavan M, Director- HR, South Asia
EXHIBIT - I
TERMS OF EMPLOYMENT
1. COMMENCEMENT OF EMPLOYMENT
Your employment is effective from July 5, 2023. Your employment is contingent on the results of a background check which includes reference checks, medical check up and verification of education and work history. The Company may at its own discretion terminate the employment at any time on finding any of the background checks non satisfactory, untrue or in-consistent with the information and documents provided by you.
2. LOCATION
Your location shall be AP-IN-Hyderabad-DSCI but you may be required to travel to other offices in India or abroad from time to time.
The Company may transfer or assign or second you to any place of business of the Company or its Group Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad
3. REMUNERATION
a) Salary
Your emoluments s details are enclosed in EXHIBIT- 1A of the offer letter.
The remuneration shall be paid to you on a monthly basis subject to tax and other statutory/legal deductions, as applicable per prevalent laws and regulations.
b) Other Benefits
The details of benefits that Company extends to its employees are as per the existing Company policy (ies) as may be revised and in force from time to time.
4. RETIREMENT AGE
The Company's retirement age is 60 years.
5. PROTECTION OF INTELLECTUAL PROPERTY
a) If you make or conceive any improvements and/or inventions during the period of your employment (whether alone or with any other person or persons, and whether patentable or not) relating in any way to the activities or business of the company (whether or not such improvements and/or inventions are conceived by you in the course of your normal duties during your employment with the Company), you must disclose it to the Company immediately. At the Company's request, you shall execute any and all

applications, assignments and instruments and render all such assistance as the Company may require in order for the company to apply for and obtain, in its own name, intellectual property protection (including without limitation trade mark, service mark or design registration and/or letters patent) in South Asia and/or other countries covering the said improvements or inventions and in order to assign and convey to the Company absolutely the sole and exclusive right, title and interest in such improvements and/or inventions.
Your obligations hereunder shall continue beyond the termination of your employment, with respect to improvements or inventions conceived or made by you during the period of your employment, and for the avoidance of doubt, shall be binding upon your heirs and legal representatives.
b) You shall not, at any time either during the currency of your employment or at any time thereafter, use or knowingly cause the use by any third party of the Company's trade secrets or inventions (whether or not made by you) or the Company's confidential information concerning the organisation, its business or operations or about the finance of the Company or any of its dealings, transactions, affairs, accounts, finances, customers, suppliers, clients or employees ("confidential information"), which are or may come within your knowledge during the course of your employment, and you shall use adequate endeavours to prevent such use of the Company's trade secrets, inventions or confidential information by any such third party.
c) You shall not, except where necessary, in the course of your duties or as required by law, at any time either during the currency of your employment or at any time thereafter, disclose, divulge or discuss any of the Company's trade secrets, inventions (whether or not made by you) or confidential information which are or may come within your knowledge or possession during the course of your employment.
d). Upon termination of your employment, you shall promptly deliver to the Company all drawings, blueprints, reports and materials of a secret and confidential nature relating to the Company's activities or business, and all copies, records and reproductions of the Company's trade secrets, inventions (whether or not made by you) or confidential information contained in any media, which are in your possession or under your control.

6. PERSONAL DATA PROTECTION

By signing these Terms and Conditions of Employment you agree to the Company for collection, saving, use, transfer and disclosure of your personal information to the external service providers and group Companies in India and or outside India. This will be done for the purposes of the administration and management of employees' related services and for compliance with applicable company policies, procedures, laws and regulations.

7. CONFLICTS OF INTEREST

During your employment with the Company you must not, except with the prior written permission of the Company belong to or have any financial interest in any business or organisation which gives rise or may give rise to a conflict of interest. You must notify the Company as soon as possible if you become aware that such a conflict exists or may exist or if there is any appearance of any conflict interest arising.

8. TERMINATION OF EMPLOYMENT

Your employment with the Company may be terminated by either you or the Company by providing 60 (sixty days) prior written notice or by payment of salary in lieu of the notice period, or part thereof.
The Company also reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this Contract or act or omit, committing violation of the rules and regulations of your employment and of the Company.
On the termination of the employment, you must return to the Company, or its authorized representative, any Company property which may be in your possession or under your control. This includes but is not limited to, all documents in whatever form, electronic or otherwise, (including tapes and computer discs) received or made by you relating to the business of the

Company (without taking copies or extracts), Company car, passes, computer, fax or keys.

9. ENTIRE AGREEMENT

The terms of this letter of Appointment shall be treated as the binding contract between you and the Company.

Your joining will be contingent on your accepting additional terms specified in the Company's Employee Handbook, Corteva Code of Conduct, and Security & Safety guidelines, Confidentiality, Export Control Policy. Besides that you will be bound by policies, rules and regulations enforced by the management, from time to time in relation to conduct, discipline, leave, holidays or any matter relating to service conditions which will be deemed as rules, regulations and orders as part of your terms of employment.

These Terms and Conditions of Employment supersede all prior agreements, understandings and arrangements, both verbal and written between you and the Company and constitute the entire agreement between you and the Company in respect of the subjects described.

10. CHANGES TO THE TERMS

The management of the Company reserves the right to modify, alter or delete the existing service rules/policies or to introduce fresh service rules/policies which will be binding upon you.

11. GOVERNING LAW

This Contract is governed by and construed in accordance with the laws of India and all disputes, claims or proceedings between the Parties relating to the validity, construction, performance or termination of this Contract shall be subject to the exclusive jurisdiction of the Courts at Gurgaon.

I hereby acknowledge that I have read the above Terms and Conditions of Employment and I am pleased to accept and confirm the offer of employment with Corteva Agriscience and the Terms and Conditions of Employment.

I confirm that I shall commence employment on:

_____ _____

Muskan Singh Date

Offer Letter Attachments

Muskan Singh-Exhibits.pdf

Response*

Accept the offer

Confirm your password*

******

Full Name*

Muskan Singh

E Offer Signature Date

2/6/23

E Offer Signature IP Address

54.167.38.53

Copyright © 2020 Corteva. All rights reserved.

® ™ Trademarks of Corteva, DuPont, Dow AgroSciences and Pioneer and affiliated companies or their respective owners.

PRIVATE & CONFIDENTIAL

Bangar Sahana
Narayanapet town 4-6-56
Narayanapet district
Mahakanli street Near old girls high school
Hyderabad-509210
Telangana
INDIA

January 20,2023

Dear Bangar Sahana

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Revenue Cycle Representative** in Grade **13** in Department **RCM** with our organization commencing from **June 14, 2023**

Your annual compensation will be INR **300000 /-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Hyderabad - NSL2** office on **June 14, 2023** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Bangar Sahana

Annexure I

	Annual	Monthly
Basic	150000	12500
HRA	75000	6250
Special Allowance	34280	2857
Statutory Bonus	8400	700
Provident Fund	21600	1800
Gratuity	7215	601
Insurance	3505	292
Total CTC	300000	25000

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature Date

Bangar Sahana

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.

Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

   I. A working day shall comprise of nine hours.

   II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

   I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.

   II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.

   III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

   a. Relocation Expenses

   You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

   b. Leave Entitlement Policy

   All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

   c. Travel

   You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- For IKS Margin/IKS Care/IKS Enabling in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 1 month of prior notice by either side is applicable.
- For IKS Coding in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 2 months of prior notice by either side is applicable.
- IKS Practice in Grade 11 to 13- Two months prior notice by either side
- Grade 8 to 10 – Two months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice
- Grade 2 to 7 – Three months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct

b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;

c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or

d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. **Retirement**

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. **Confidentiality**

a. You agree at all times during the term of your employment and thereafter:
i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.

b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact.
For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. **Intellectual Property**

a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.

b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.

c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health

d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. **Data Privacy Compliance Policy**

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;

b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

11. **Restrictive Covenants**

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.

b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.

c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.

f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.

b. IKS Health has legitimate business reasons for requiring such restrictive covenants.

c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and

d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. **Representation and Warranty**

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. **Indemnification**

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Limited
(*This is an electronically generated document and hence not signed)

Annexure IV

Information Declaration Form

To Whom It May Concern:

I ***Bangar Sahana***

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.

- of my qualification/degree (copy of my certificates attached)

- information in respect to my character from the records maintained by local authorities

- Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

---

Signature Date
Bangar Sahana

PRIVATE & CONFIDENTIAL

Sobia Arshad
507 8-1-21/6/7/14 & 15
Paramount jewel apartment,
Hyderabad-500008
Telangana
INDIA

January 20,2023

Dear Sobia Arshad

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Revenue Cycle Representative** in Grade **13** in Department **RCM** with our organization commencing from **June 14, 2023**

Your annual compensation will be INR **300000 /-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **ownership**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by **caring** for our customers and our people. Hence, **collaboration** at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **innovation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous **learning** and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Hyderabad - NSL2** office on **June 14, 2023** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Sobia Arshad

Annexure I

	Annual	Monthly
Basic	150000	12500
HRA	75000	6250
Special Allowance	34280	2857
Statutory Bonus	8400	700
Provident Fund	21600	1800
Gratuity	7215	601
Insurance	3505	292
Total CTC	300000	25000

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature Date

Sobia Arshad

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.

Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

   I. A working day shall comprise of nine hours.

   II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

   I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.

   II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.

   III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

   a. Relocation Expenses

   You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

   b. Leave Entitlement Policy

   All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

   c. Travel

   You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- For IKS Margin/IKS Care/IKS Enabling in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 1 month of prior notice by either side is applicable.
- For IKS Coding in Grade 11 to 13 – For the 1st 90 days, 7 days of prior notice by either side is applicable. From the 91st day onwards, 2 months of prior notice by either side is applicable.
- IKS Practice in Grade 11 to 13- Two months prior notice by either side
- Grade 8 to 10 – Two months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice
- Grade 2 to 7 – Three months prior notice by either side for IKS Margin/IKS Care/IKS Coding/IKS Enabling/IKS Practice

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct

b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;

c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or

d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. **Retirement**

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. **Mode of Communication**

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. **Confidentiality**

a. You agree at all times during the term of your employment and thereafter:
i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.

b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact.
For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. **Intellectual Property**

a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.

b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.

c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health

d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. **Data Privacy Compliance Policy**

You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;

b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.

c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.

d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

11. **Restrictive Covenants**

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.

b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.

c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.

e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.

f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.

b. IKS Health has legitimate business reasons for requiring such restrictive covenants.

c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and

d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. **Representation and Warranty**

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. **Indemnification**

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.

I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Limited
(*This is an electronically generated document and hence not signed)

Annexure IV

Information Declaration Form

To Whom It May Concern:

I ***Sobia Arshad***

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.

- of my qualification/degree (copy of my certificates attached)

- information in respect to my character from the records maintained by local authorities

- Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

---

Signature Date

Sobia Arshad

Invesco

Invesco (India) Private Limited
Corporate & Registered Office: 15th Floor, Block 6, North Tower, Divyasree Orion SEZ, Raidurgam, Serilingampally, Hyderabad – 500032, Telangana
E-mail: careers.ih@invesco.com

CIN No: U72200TG2012PTC078512

T: +91 40 6748 0000
F: +91 40 6748 0840

Date: 31st January 2023

LETTER OF INTENT

Dear Ms. Ayusha Das

Congratulations! We are pleased to inform you that you have successfully completed the selection process conducted by **Invesco India Pvt. Ltd. (IIPL or Invesco)** for the role of **Business Trainee**. Upon assessment, we have found your skills and competencies matching our requirements. We intend to offer you this role on the following terms:

i. Your designation will be Business Trainee.

ii. You will be located at Hyderabad, Telangana, India. The position may be transferrable to any other location of the company in future.

iii. Your fixed annual salary will be INR 4,50,000/-. In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your fixed annual salary.

iv. You will also receive a one-time lump sum joining bonus of INR 45,000/-. This bonus payment must be repaid to the organization within 30 days should you voluntarily terminate your employment within twelve months of your start date.

v. In addition, you will also be eligible for relocation reimbursement as per the IIPL Relocation Policy.

Kindly note the above terms are subject to change at our discretion. Based on the acceptance of this letter, a detailed offer letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to successful completion of the course and satisfactory background investigations of the documents, including employment & education history and / or any information furnished at the time of selection process.

We look forward to having a long and fruitful relationship with you at Invesco, wish you all the best!

Yours sincerely,
For **Invesco Ltd.**

Ashish Ranjan

Ashish Ranjan
Director, Talent Acquisition

Ms. Ayusha Das

Scanned with OKEN Scanner

Invesco

Invesco (India) Private Limited
Corporate & Registered Office: 15th Floor, Block 6, North Tower, Divyasree Orion SEZ, Raidurgam, Serilingampally, Hyderabad – 500032, Telangana
E-mail: careers.ih@invesco.com

CIN No: U72200TG2012PTC078512

T: +91 40 6748 0000
F: +91 40 6748 0840

Date: 31st January 2023

LETTER OF INTENT

Dear Ms. Jahnavi Sarikonda

Congratulations! We are pleased to inform you that you have successfully completed the selection process conducted by **Invesco India Pvt. Ltd. (IIPL or Invesco)** for the role of **Business Trainee**. Upon assessment, we have found your skills and competencies matching our requirements. We intend to offer you this role on the following terms:

i. Your designation will be Business Trainee.

ii. You will be located at Hyderabad, Telangana, India. The position may be transferrable to any other location of the company in future.

iii. Your fixed annual salary will be INR 4,50,000/-. In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your fixed annual salary.

iv. You will also receive a one-time lump sum joining bonus of INR 45,000/-. This bonus payment must be repaid to the organization within 30 days should you voluntarily terminate your employment within twelve months of your start date.

v. In addition, you will also be eligible for relocation reimbursement as per the IIPL Relocation Policy.

Kindly note the above terms are subject to change at our discretion. Based on the acceptance of this letter, a detailed offer letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to successful completion of the course and satisfactory background investigations of the documents, including employment & education history and / or any information furnished at the time of selection process.

We look forward to having a long and fruitful relationship with you at Invesco, wish you all the best!

Yours sincerely,
For **Invesco Ltd.**

Ashish Ranjan

Ashish Ranjan
Director, Talent Acquisition

S. Jahnavi

Ms. Jahnavi Sarikonda

Invesco

Invesco (India) Private Limited
Corporate & Registered Office: 15th Floor, Block 6, North Tower, Divyasree Orion SEZ, Raidurgam, Serilingampally, Hyderabad – 500032, Telangana
E-mail: careers.ih@invesco.com

CIN No: U72200TG2012PTC078512

T: +91 40 6748 0000
F: +91 40 6748 0840

Date: 31st January 2023

LETTER OF INTENT

Dear Ms. Vanga Naga Rajeswari

Congratulations! We are pleased to inform you that you have successfully completed the selection process conducted by **Invesco India Pvt. Ltd. (IIPL or Invesco)** for the role of **Business Trainee**. Upon assessment, we have found your skills and competencies matching our requirements. We intend to offer you this role on the following terms:

i. Your designation will be Business Trainee.

ii. You will be located at Hyderabad, Telangana, India. The position may be transferrable to any other location of the company in future.

iii. Your fixed annual salary will be INR 4,50,000/-. In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your fixed annual salary.

iv. You will also receive a one–time lump sum joining bonus of INR 45,000/-. This bonus payment must be repaid to the organization within 30 days should you voluntarily terminate your employment within twelve months of your start date.

v. In addition, you will also be eligible for relocation reimbursement as per the IIPL Relocation Policy.

Kindly note the above terms are subject to change at our discretion. Based on the acceptance of this letter, a detailed offer letter with the terms and conditions of employment will be issued to you.

Your appointment is subject to successful completion of the course and satisfactory background investigations of the documents, including employment & education history and / or any information furnished at the time of selection process.

We look forward to having a long and fruitful relationship with you at Invesco, wish you all the best!

Yours sincerely,
For **Invesco Ltd.**

Ashish Ranjan

Ashish Ranjan
Director, Talent Acquisition

Rajeswari

Ms. Vanga Naga Rajeswari

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

04 November, 2022

Ms. Rama Sai Shravanthi Jandhyala
H No: 3-1-206, ICICI ATM Building,
Patny Center,Secunderabad, Manju Theather Lane,
Hyderabad 500003.

Dear Rama Sai Shravanthi,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position:	Customer Service Representative
Grade:	G1 L1
Start date:	On or Before 10 July, 2023
Compensation:	Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.
Probation & Notice Period:	You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
Place of work:	Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: Rama Sai Shravanthi

ADP Private Limited
ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008
Ph: +91 40 6757 0000
adp.com

Details of Compensation

Name : Rama Sai Shravanthi Jandhyala

Position : Customer Service Representative

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
• Basic Salary	11,160	133,920
• House Rent Allowance	4,554	54,648
• Flexible Benefits**	2,232	26,784
B. Bonus (20% of Basic Salary Paid Monthly)	2,232	26,784
C. Standard Benefits		
• Provident Fund***	1,607	19,284
• Gratuity	537	6,444
Gross Compensation (A+B+C)	22,322	**267,864**

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)		0%	100%	175%
		0	32,144	56,251
Total CTC (Gross + VPI)##		**300,008**		

** Indian Rupees*
*** Flexible Benefits include Leave Travel Allowance and Children Education Allowance*
**** PF will be deducted as per the statutory norms*
 # These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP
Total CTC is computed at 100% VPI payout
Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature: Rama Sai Shravanthi

Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Associate Signature: Rama Sai Shravanthi

9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. This incentive will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, criminal screening, educational and employment verification, and reference checks. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

Associate Signature: Rama Sai Shravanthi

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Letter of Employment Intent

Date: 8th December, 2022.
Name: G.Srija
Email id: srijakamala530@gmail.com
Phone Number: 8978596360
Location: Hyderabad.

Dear G.Srija,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the **'Associate Consultant'** position with Regalix India Pvt Ltd, **Hyderabad, India**.

Please treat this as a **letter of intent ("LOI")** valid for a period of **180** days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on either party unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid **180** days period. The issue of an Offer Letter to you is subject to the Company's future business requirements and successful completion of your academic certification and will be issued at the sole discretion of Regalix India Pvt Ltd. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before the issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Copy of Aadhar Card
- Passport Size Photographs (2)
- Copy of PAN card

The tentative date we expect you to join the service of our company is on or before **5th June 2023**.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Your initial posting will be at **Regalix India Pvt Ltd., Hyderabad, India**. However, these are subject to change to any other location/office or shift timing of the Company or to any subsidiary or associate company. You will be reporting to the office location as mentioned in the offer letter at the time of joining.

Annexure I

Compensation & benefits

Upon signing the Offer Letter, you would be eligible for a **CTC of Rs. 3,00,000 per annum**. The same may be revised at the time of the issuance of an Offer Letter as prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

In addition to the CTC, you will be eligible for a quarterly performance-linked Incentive. The company shall establish the performance goals and objectives on which the incentive payout shall be based on.

You shall be eligible to earn a one-time bonus pay of **INR 1,00,000 (Rupees One Lakh Only)** on successful completion of the first **12** months of your service with us from the date of joining.

You will also be eligible for an annual compensation review upon completion of 1 year of service. The compensation review will be based on your individual contribution and the Company's overall performance.

You will be entitled to relocation benefits in accordance with the company's intercity relocation policy.

In addition, you will be eligible for benefits as per company policies.

Transport Allowance

You shall be eligible for a home pickup & drop facility managed by company-provided transport. Should you not opt for company provided transport, an allowance of up to **INR 48,000/- per annum** is payable along with your salary on monthly basis. The same will be processed based on the number of working days and will be taxable.

Eligibility*: A home pickup & drop facility is provided if the home location is within a 20 kilometres radius of the office premises. The home location should be feasible for easy movement of transport vehicles.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

Shift Allowance

You shall be eligible for Night Shift Allowance (NSA) of up to **INR 36000/- per annum** payable along with your salary on monthly basis.

Eligibility*: Night shift allowance is payable if you work a shift that starts between 5:00 pm to 5:00 am. The same will be processed basis on the number of working days with your monthly salary and will be taxable.

Food Allowance

You shall be eligible for a food allowance of up to **INR 26,400/- per annum** if the designated work location is Regalix's home office or in case of unavailability of a food facility at the client's work premises.

Insurance

You are entitled to Insurance covering yourself, your spouse, and two children maximum of up to **Rs.5,00,000/.**

1. This offer is contingent upon the successful completion of the course you are pursuing and your background screening as per the norms of the organization.
2. If on verification, at the time of appointment or at a later date it is found that you have misrepresented certain information deliberately or otherwise, in such cases your services with the company will be liable to termination.
3. This communication is a "**Letter of Intent**" and you will be issued a letter of appointment by Regalix India Pvt Ltd.. along with detailed terms and conditions of appointment on your joining confirmation.
4. We congratulate you on your selection and welcome you to be part of our dedicated team striving for excellence of the company in all areas of business.
5. We request you to please affix your signature at the space provided below on the duplicate copy of the letter, a token of your acceptance of the above terms and return it to us.

regalix

RAHEJA TOWERS, NO. 26-27, 5TH FLOOR,
EAST WING, M.G.ROAD,
BENGALURU – 560001, INDIA

● CIN:U72200KA2008PTC067478
● PAN:AAECR2608A

It is our hope that your acceptance of our "Letter of Intent" will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate copy "Letter of Intent" to the undersigned, as a sign of your acceptance of the offer, the latest by **20th December 2022.**

Sincerely,

For, Regalix India Private Ltd

Shanta Sarkar

Regalix INDIA PVT. LTD. Bengaluru 560 001

Shanta Sarkar

Associate Vice President – People Success

Acknowledgment

I accept the terms and conditions stipulated in the above Letter of Intent. I shall report for duty on the date as mentioned in the offer letter.

Name: G.Srija

PLACE: Hyderabad

Signature
DATE:

ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75

8 messages

ICICICAREERS /HRMG/IBANK/ANDH <icicicareers@icicibank.com> Fri, Jul 21, 2023 at 18:25
To: tdumbel@gmail.com <tdumbel@gmail.com>

Invitation Mail – Batch 75

Name: Dumbel TEENA

Applicant ID: 6297165

Dear Dumbel TEENA,

Sub: ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75

Congratulations!

We are pleased to extend you an offer to join "ICICI Bank Manipal Probationary Officers' Training Programme-Batch 75" as a Probationary Officer Trainee on the following terms and conditions:

Programme Details:

The Training Programme will be conducted for a period of 12 months. The structure of the Programme is as follows:

- 4 months of classroom sessions at ICICI Manipal Academy, Bengaluru.
- 2 months of Internship at ICICI Bank Branch
- 6 months of on-the-job training at ICICI Bank

However, the above structure of the Programme can undergo changes at any time as per the requirements of the Bank and Manipal Academy of Higher Education.

On successful completion of the Training Programme, you will be offered employment with ICICI Bank or any of its Group Company/Subsidiary Companies on the terms indicated below:

The Training Programme is scheduled to commence at ICICI Manipal Academy, Bengaluru from **1st August, 2023**. Once your loan and other required documents have been positively verified and loan is processed, you will receive a joining formalities email from bank. Post receipt of the joining formalities mail, you shall be required to report at Bengaluru for training. You will be reimbursed with the cost of travel (limited to 3rd AC train fare) for the travel to Bengaluru by the shortest route from your current place of stay, on submission of original tickets for the journey.

Fee Details:

The total course fee is ₹ 2,55,500/- inclusive of applicable taxes {It includes Boarding , lodging & cost of electronic gadget given to the candidates for the Programme}.

You can make the payment of fees by utilizing the following options provided below:

- **Education Loan** – Through this option you agree to avail of the Education Loan facility for funding the fees as per the Terms and Conditions of the said loan facility.

  Please **click here** for step by step process to apply for the loan.

  Please **click here** for FAQs about the loan process.

  Please **click here** for checking your loan eligibility.

- **In case you are availing education loan your admission is subject to loan approval**

· **Separate mailer will be sent if you are opting for Self funding**

- You would also be required to carry in original, your 10th, 12th, Graduation and Post- Graduation Mark sheets/Certificates to ICICI Manipal Academy for verification purpose at the time of joining the Training Programme.

Remuneration and Benefits:

- For 4 months classroom period of the Training Programme you will be provided with boarding and lodging facilities, and paid a monthly consolidated stipend of Rs.5,000/-.

- During the internship of 2 months period you will be paid a monthly consolidated amount of Rs. 22,000/- to 24,000/-, depending on the city of your posting. You will be required to make your own boarding and lodging arrangements.

- During the On-the-job-training period of 6 months, you will be paid a monthly amount of Rs. 28,000/- to 32,000/-, depending on the city of your posting. You will be required to make your own boarding and lodging arrangements.

- Starting Salary (CTC): ₹5.00 Lakh to 5.50 Lakh* based on location.
- You will be covered under Group Medical Insurance, Group Life Insurance and Group Personal Accident Insurance Schemes of the Bank during the Training Programme as a Trainee.

Terms and Conditions:

· If your immediate relatives, i.e. father, mother, brother, sister, husband, wife, children are working in ICICI Bank or have already joined this Programme, then you are not eligible for this Programme. Only one person from a family can either join this Programme or work at ICICI Bank. If you are joining the Programme then your father, mother, brother, sister, husband, wife, children cannot join the Programme or join ICICI Bank.

- The bank reserves the right to determine the location for Internship and OJT & role can be anywhere in India. Your refusal to accept the internship / OJT location or role will result in disqualification from the programme.

- In case you are unable to successfully complete the Internship and OJT programme for any reason, the bank will grant you only one additional opportunity to clear the programme. However, if you are unable to clear the programme within the additional attempt, you will be disqualified from the programme and will not be offered employment by the Bank.

- If you choose to voluntarily withdraw from the program or if you are terminated/disqualified from the program for any reason, ICIC Manipal Academy will not be obligated to refund any fees.

· On successful completion of the Training Programme of 12 months, the Bank will call upon you, at its discretion to join in the grade of Deputy Manager (Band-I) on the terms and conditions governing the same and to be communicated to you at that time. The detailed compensation structure in the grade of Deputy Manager (Band-I), exact location of posting, date of joining, etc. will be informed to you in due course.

· The Bank shall have the right to allot you any duties/role for which you may be considered competent on successful completion of the Training Programme and shall also have the right to post/transfer you to any of its own branches/offices and/or to any of the ICICI Group Companies/ Subsidiary Companies.

· The roles to be offered on joining the Bank after successful completion of the Training Programme will involve servicing, cross-selling and acquiring new customers through field visits as part of the duties/tasks assigned. Similarly, internship / on-the-job-training periods will also involve these duties/tasks as part of the learning process.

· During the Training Programme, you will be governed by the curriculum/terms and conditions framed by the ICICI Manipal Academy as the case may be, from time to time.

· On successful completion of the Probationary Officer Training Programme, you shall be awarded Post Graduate Diploma in Banking (PGDB) from Manipal University and if called upon by the Bank shall join the services of the Bank subject to applicable terms and conditions of your employment with the Bank.

· In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated during the one year course duration, or for the extended period as may be allowed by the Bank, this offer of subsequent appointment with ICICI Bank may stand revoked automatically. Any additional expenses required to be incurred in appearing for repeated attempts will have to be borne by the candidate.

Termination and Disqualification from the Training Programme:

You are liable to be terminated/disqualified forthwith from the Training Programme in the event of:

- Any breach on your part of the Terms & Conditions / Code of Conduct of the Training Programme that may be promulgated by the ICICI Manipal Academy/ICICI Bank from time to time.
- Any incorrect information or documents furnished by you.
- Wrong/incorrect declaration submitted by you.
- Any act of commission and omission on your part which is prejudicial to the interest and reputation of the ICICI Bank/ICICI Manipal Academy.

Note: This offer is subject to successful submission of required documents and verification.

To accept the offer please **click here**. You are requested to confirm your acceptance on or before 25th Jul 2023.

In case of queries, please write to **po.programme@icicibank.com** or **ima.admission@bfsi.manipal.edu**

This invitation will automatically lapse if you don't confirm your acceptance or fail to join the Programme on the date as indicated above without any further reference/ communication to you.

We congratulate you once again and welcome you to the ICICI Bank Manipal Probationary Officers' Training Programme.

Yours sincerely,

Team ICICI

" "Print this mail only if absolutely necessary. Save Paper. Save Trees." "The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the intended recipient and may contain proprietary, confidential or legally privileged information. If you are not the intended recipient, please note that you are not authorised to disseminate, distribute or copy this e-mail or any parts of it or act upon/rely on the contents of this e-mail in any manner. Please notify the sender immediately by e-mail and destroy all copies of this e-mail and any attachments. Please also note that ICICI Bank or its subsidiaries and associated companies, (collectively "ICICI Group"), are unable to exercise control or ensure or guarantee the integrity of/over the contents of the information contained in e-mail transmissions and that any views expressed in this e-mail are not endorsed by/binding on the ICICI Group unless the sender does so expressly with due authority of ICICI Group. Before opening any attachments please check them for viruses and defects and please note that ICICI Group accepts no liability or responsibility for any damage caused by any virus that may be transmitted by this email. Thank you for your cooperation.""
';

Dumbel Teena <tdumbel@gmail.com> Fri, Jul 28, 2023 at 20:29
To: akhilxerox@gmail.con

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Jul 28, 2023 at 20:30
To: tdumbel@gmail.com

Address not found

Your message wasn't delivered to **akhilxerox@gmail.con** because the domain gmail.con couldn't be found. Check for typos or unnecessary spaces and try again.

LEARN MORE

The response was:

```
DNS Error: DNS type 'mx' lookup of gmail.con responded with code NXDOMAIN Domain name
not found: gmail.con Learn more at https://support.google.com/mail/?p=BadRcptDomain
```

---------- Forwarded message ---------
From: Dumbel Teena <tdumbel@gmail.com>
To: akhilxerox@gmail.con
Cc:
Bcc:
Date: Fri, 28 Jul 2023 20:29:55 +0530
Subject: Fwd: ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75
----- Message truncated -----

Dumbel Teena <tdumbel@gmail.com> Fri, Jul 28, 2023 at 20:34
To: akhilxerox@gmail.con

---------- Forwarded message ---------
From: **ICICICAREERS /HRMG/IBANK/ANDH** <icicicareers@icicibank.com>
Date: Fri, Jul 21, 2023, 18:25
[Quoted text hidden]
[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Jul 28, 2023 at 20:34
To: tdumbel@gmail.com

Address not found

Your message wasn't delivered to **akhilxerox@gmail.con** because the domain gmail.con couldn't be found. Check for typos or unnecessary spaces and try again.

LEARN MORE

The response was:

```
DNS Error: DNS type 'mx' lookup of gmail.con responded with code NXDOMAIN Domain name
not found: gmail.con Learn more at https://support.google.com/mail/?p=BadRcptDomain
```

---------- Forwarded message ---------
From: Dumbel Teena <tdumbel@gmail.com>
To: akhilxerox@gmail.con
Cc:
Bcc:
Date: Fri, 28 Jul 2023 20:34:11 +0530
Subject: Fwd: ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75
----- Message truncated -----

Dumbel Teena <tdumbel@gmail.com> Fri, Jul 28, 2023 at 20:36
To: akhilxerox@gmail.con

---------- Forwarded message ---------
From: **ICICICAREERS /HRMG/IBANK/ANDH** <icicicareers@icicibank.com>
Date: Fri, Jul 21, 2023, 18:25
[Quoted text hidden]
[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Jul 28, 2023 at 20:36
To: tdumbel@gmail.com

Address not found

Your message wasn't delivered to **akhilxerox@gmail.con** because the domain gmail.con couldn't be found. Check for typos or unnecessary spaces and try again.

LEARN MORE

The response was:

```
DNS Error: DNS type 'mx' lookup of gmail.con responded with code NXDOMAIN Domain name
not found: gmail.con Learn more at https://support.google.com/mail/?p=BadRcptDomain
```

---------- Forwarded message ---------
From: Dumbel Teena <tdumbel@gmail.com>
To: akhilxerox@gmail.con
Cc:
Bcc:
Date: Fri, 28 Jul 2023 20:36:39 +0530
Subject: Fwd: ICICI Bank Manipal Probationary Officers' Training Programme Aug 2023 - Batch 75
----- Message truncated -----

Dumbel Teena <tdumbel@gmail.com> Fri, Jul 28, 2023 at 20:37
To: akhil kumar <akhilxerox@gmail.com>

---------- Forwarded message ---------
From: **ICICICAREERS /HRMG/IBANK/ANDH** <icicicareers@icicibank.com>
Date: Fri, Jul 21, 2023, 18:25
[Quoted text hidden]
[Quoted text hidden]

sagility™

Date: 25/01/2023

Mr/Ms/Mrs DARGA KAVYA

Dear KAVYA,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Hyderabad.** You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining 07/SEP/2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as "**Trainee Process Consultant**". You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
d) Six (6) passport size color photographs, for our records.
e) Photocopy of your Aadhaar Card with number
f) Proof of Address (Current and Permanent)

Yours sincerely,

NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

Accepted by:
Signature: _____
Name: _____
Date: _____
Place: _____

Encl: Annexure – I & II

sagility™

Annexure- I Terms and Conditions of your appointment:

1.1 **Remuneration Details:** The details of your entitlements and your salary are as per Annexure – II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.

1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.

1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.

1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.

1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.

1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.

2.0 The other terms and conditions of your appointment are as follows:

2.1 **Training:** You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.

2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of **training** and that the company reserves its rights to terminate your services in the event that your performance is found un-satisfactory

2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.

2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.
Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.

2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked

2.2 **Work Week:** The standard work week is **Monday to Friday / Saturday**. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.

2.3 **Regular Appointment:** On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with **Two** months' notice or **Two month's** basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.
Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.

2.4 **Confidentiality:** You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.

2.5 **Intellectual Property:** The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.

2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.

2.7 **Statutory Compliance:** You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc

2.8 **Company Property:** You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.

2.10 **Transfer:**

2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.

2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.

2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -

2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.

2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.

2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.

2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.

3.0 Other terms and conditions:

3.1 **Working Hours** – The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.

3.2 **Double Employment Prohibited:**

3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.

3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.

3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.

3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves it's right to make the deductions in the available time frame in the on-going year.

3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.

3.6 **Verification:**

3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.

3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to 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 of those external Interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.

3.8 **Annulment of Employment:** Please note that 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 and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:

3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or

3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;

3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;

3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.

4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves it's right in the following manner: -

4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.

4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.

5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.

6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.

7.0 **Non-Solicitation: -** You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees,(b) attempt to induce such other employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Comp any's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

8.0 **Non-Compete: -** The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and

8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;

8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.

8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company

8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.

8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.

9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.

10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.

11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.

12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.

13.0 **Relocation**: expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from data of joining. You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.

14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act

15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.:

sagility™

ANNEXURE II - SALARY & ALLOWANCES

Name	DARGA KAVYA		
Designation	Trainee Process Consultant		
Grade	PC2	Location	Hyderabad
Components	w.e.f - DOJ	Monthly	Annual
"A" FIXED			
Basic		4,718	56,616
House Rent Allowance		1,887	22,644
Shift Allowance		4,697	56,364
"A" Sub-total – Gross Pay		**11,302**	**1,35,624**
"B" RETIRAL BENEFITS			
Advance against Statutory Bonus		944	11,324
Provident Fund – ***Employer's Contribution***		1,130	13,560
Gratuity		227	2,724
ESIC Contribution – ***Employer's Contribution***		398	4,776
"B"Sub-total– Retiral benefits		2,699	32,376
Total Salary Cost (A + B)		**14,001**	**1,68,000**
"C" VARIABLE PAY			
Performance Incentives ***(@ 100% of given achievement targets)***		1,000	12,000
"C" Sub-total - Variable		1,000	12,000
Total Cost to Company (A + B + C)		**15,001**	**1,80,000**
"D" INSURANCE / OTHER BENEFITS			
Total Cost to Company : (A + B + C + D)		**15,001**	**1,80,000**
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure		11,024	1,32,288

Benefit / Scheme	Description	Value / PA
# Onetime Retention Bonus	A onetime retention bonus of Rs 6000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs 10,000/- on completion of 18 months	**Rs. 16,000 p.a****
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.	**Rs. 12,000 p.a****
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	**Rs. 24,000 p.a****
Group Insurance in Lieu of EDLI (Under PF Act)	An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:	**Rs. 6,02,000 p.a****
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	**Rs. 6,00,000 p.a****
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	**Rs. 1,00,000 p.a****
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	**As applicable*p.m**
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	**As applicable***
Advance against provisional minimum statutory bonus	Provided @ 20% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land	**As applicable***
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	**As applicable*p.m**
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	**As applicable*p.m**
Professional Tax	If any as per the applicable rules in your state.	**As applicable*p.m**

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: **Kiran Kumar G**

DESIGNATION: **Deputy General Manager(HR)**

Sagility India Private Limited

Candidate Name:

Date:

[1] As per ESIC, family means all or any of the following relatives of an insured person namely :- a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and department parents

Providence

October 18, 2022

Dear **Kongarapi Venu Madhavi,**

Welcome to **Providence Global Center ("PGC")**! We are excited that you are joining our outstanding team of dedicated professionals who work together every day to bring our Health for a Better World vision to life. As a not-for-profit, Mission-driven organization, we continue our legacy of service that began in the western United States over 100 years ago. It is this commitment to our heritage, Mission and core values that sets us apart from other health care organizations. Thank you for contributing your talent and expertise to our continued growth and development.

It is my pleasure to confirm the following details of your employment offer, with a mutually agreed- upon joining date **July 3, 2023. (Please contact us immediately if you require an alternative joining date).** Please note in consonance to our discussion we have also outlined the external and internal job title that will be used accordingly during your tenure with the organization.

Please confirm your acceptance of this offer by communicating via email within 10 working days, failing which this offer for employment with us shall stand rescinded.

OFFER JOB DETAILS:

External (Business Card)Job Title:	**Application Analyst**
Internal (Address Book) Job Title:	**Application Analyst**
Location of employment	Hyderabad, Telangana
Department:	Information Services
Address and reporting time:	**Providence Global Center LLP** **8th Floor, Skyview 10** **83/1, Raidurgam - Hitech City Rd** **Hyderabad, Telangana 500081** **9:00am** - Please note that it is important to be on time to complete the joining formalities
Duties	In return for the payments set forth in this letter, you agree to devote your full business time, best efforts, skill, knowledge, attention, and energies to the advancement of PGC's and its affiliates' business and interests and to the performance of your duties and responsibilities as an employee of PGC and not to engage in any other business activities without prior approval from PGC.
Compensation and Benefits	You will be entitled to receive compensation and benefits per the enclosed Remuneration schedule. Such compensation may be adjusted from time to time in accordance with normal business practice and in the sole discretion of PGC. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice. All compensation will be subject to any withholdings required by or elected by you in accordance with the laws of India.

Proprietary Information	You acknowledge that the nature of PGC's and its affiliates' business is such that protection of its proprietary and confidential information is critical to the survival and success of the business. You will be required to execute an **INVENTION AND NON- DISCLOSURE AGREEMENT** and if requested, a **NON-COMPETITION AND NON-SOLICITATION AGREEMENT,** to the satisfaction of PGC. The Agreement(s) will be shared upon joining and is/are a condition of your employment with PGC.
Information Required:	Please bring the listed documents / details on your day of joining. You will not be permitted to join if you are unable to provide all the required documents. • Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) • Original Academic Certificates (all from 10 to Highest) • Original Resignation Letter with acknowledgement • Relieving letter from previous employer (Original) • Proof of compensation last drawn (3 Months - Original) • Two passport size photographs (Recent) • Passport • Aadhar Card • Copy of PAN Card • Universal Account Number • Other appropriate valid work permits

You will be required to provide the Aadhar Number on the day of onboarding and the same must be updated on PGC's HR Systems within 30 days of your onboarding. Please do ensure that the name listed with Aadhar is the same as the name given by you to PGC, and that appears on your PGC employment contract. If there is a mismatch, please have the mismatch rectified with Aadhaar authority (UIDAI) prior to onboarding.

This position is benefits eligible. Information about compensation and benefits is provided in the enclosed Remuneration schedule, with additional current benefits details outlined in the attached Health and Wellness addendum. Any benefit programs made available by PGC, and the rules, terms and conditions for participation in such benefit plans, may be changed by PGC at any time without advance notice.

JOINING AND RETENTION BONUSES:

The Company shall pay you a one-time joining bonus and retention bonus as detailed further**.** The INR **100,000.00** will be paid on the next feasible payroll following your date of employment **("Hire Date")**. The INR **100,000.00** will be paid after completion of your first year with PGC. The INR **100,000.00** will be paid after completion of your second year with PGC. The INR **100,000.00** will be paid after completion of your third year with PGC. Terms and Conditions requiring your signature will be provided upon joining, which will include a repayment requirement if your employment terminates within 1 year of the payment.

OFFER CONTINGENCIES:

As with all offers, this job offer depends upon successful completion of all post-offer requirements and conditions including background checks prior to your first day of employment. Any delay in completing these post-offer requirements and conditions may impact your start date. Please note that PGC may share the results of your post-offer requirements results with its affiliates, partners and related entities. If your position requires licensure and/or certification through your state, professional organization, or as identified in your job description, it is your responsibility to renew those professional credentials before they expire and keep them in good standing. It is your responsibility to provide these documents to be verified prior to hire and each time they are renewed.

You will be on probation for a period of 90 days from the date of joining PGC. You will be considered confirmed in ongoing services after 90-days, based on your performance during the probationary period. Your probationary period may be extended by your supervisor, based on your performance. Your association and employment will be governed by the various associate-related policies and guidelines of PGC in addition to the core values of our organization cherished over the last many years and will be subject to the terms & conditions, mentioned in your assignment letter, which will be issued to you on your joining with PGC.

This offer is being made to you based on the information submitted/declared by you to PGC and consequently, if any

declaration given or information furnished by you to PGC proves to be false/forged or if you are found to have willfully suppressed any material information, you will be removed from services without notice or compensation. You represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for PGC, or which is in any way inconsistent with the terms of this letter.

PGC expressly reserves the right to end your employment without 'Cause' with appropriate notice or by payment in lieu of notice period, which will be set forth in detail in the assignment letter on the day of joining. PGC may terminate your services immediately for 'Cause' or by such notice as it deems fit. You agree to not resign or otherwise terminate your employment with PGC without first giving PGC 60 days' written notice of the effective date of your last day of employment.

Other Important Terms: This offer letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussions and understandings, whether written or oral, relating to the subject matter of this letter or your employment with PGC. This letter, and the legal relations between you and the Company, will be governed by and construed in accordance with the laws of India and the courts in Hyderabad, Telangana, India shall have jurisdiction with respect to any disputes arising out of, or in connection with, the terms of this letter. Congratulations on your new role and welcome to the PGC team! We are committed to providing a smooth transition as you begin your employment with us. Additional details will be outlined in your assignment letter on the day of joining, as well as in the PGC policies. Don't hesitate to contact me or your supervisor if you have any questions.

Sincerely,

Nagraj Shriyan

Nagraj Shriyan
Senior Director, Talent Acquisition

REMUNERATION (Cost to Company - CTC)

1.1 Remuneration

Upon joining the Organization, your total annual cost to company (CTC) for the year is **INR 650,000.00.** The break-up of the total annual CTC shall be as set out below. The CTC shall be prorated if for part of an applicable period.

1.2 CTC structure (all amounts in INR)

Components	Annual Offer
A. Basic salary	236,278.00
B. Flexible Benefit Plan (FBP)	259,907.00
C. HRA	94,511.00
Fixed Salary (A+B+C)	590,696.00
D. Company's contribution to PF	28,353.00
Fixed Base Salary (Ann Base+D)	619,049.00
E. Annual Target %	5.00
E. Annual Target Bonus	30,952.00
Fixed Base + Target Bonus (D+E)	650,000.00
Total Cost to Company	650,000.00
Total Cost to Company + Sign On	750,000.00
Add Ons	**INR**
Sign on Bonus	100,000.00
Retention Bonus Year one	100,000.00
Retention Bonus Year two	100,000.00
Retention Bonus Year three	100,000.00

*Please note that the payment of the annual target bonus is discretionary and is, amongst other conditions, subject to satisfactory organizational and individual performance, viable business case and applicable market conditions.

1.3 Benefits – please also find attached Health and Wellness Highlights for more details regarding specific programs. Additional information will be provided at joining.

a) Medical Insurance Coverage**:** Caregiver, Spouse/Partner, all dependent children up to 25 years of age, plus two dependent parents/in laws in any one set. The annual insured amount for the persons covered will be in accordance with PGC's policies applicable at the relevant time.

b) Personal Accident Insurance Coverage**:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with PGC's policies applicable at the relevant time.

c) Life Insurance Coverage**:** Applies only to the caregiver and does not cover the caregiver's family. The insured amount will be in accordance with 4
PGC's policies applicable at the relevant time.

d) Maternity Benefit and Crèche Facility**:** Where applicable, benefits will be as per the Maternity Benefits Act 1961 and PGC's Maternity Benefit Policy will be available to all female caregivers.

e) Gratuity**:** Where applicable, as required under the Payment of GratuityAct, 1972.

1.3 Telephone Reimbursement**:**Reimbursement of expenses incurred on telephone and mobile can be claimed against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Maximum annual reimbursements will apply.

1.4 Meal Benefit**:** A meal subsidy to be provided with a daily allotment to all employees.

1.5 LTA (Leave Travel Allowance)**:**Leave Travel Allowance will be payable as per PGC's policies applicable at the relevant time.

1.6 Organization's contribution towards Provident Fund (PF)**:** The Provident Fund membership begins on the Employment Start Date, subject to the caregiver joining PGC. Unless otherwise permitted by law, the caregiver shall continue to be a member of the PF during the tenure of the caregiver with PGC.

1.7 Annual Leave Entitlement**:** Annual Leave Entitlement will be applicable as per PGC's policies applicable at the relevant time. Please refer to the Leave policy for details.

2. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits:

2.1 Remuneration payable under the Employment Contract (including, its structure or components or any of the benefits) are subject to PGC's policies applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by PGC.

2.2 Certain payments or benefits require that you must be in the employment of PGC at the time of payment. These will be either set out in this offer letter, assignment letter or as applicable under PGC's policies for such payments or benefits at the relevant time.

RP - Sanjiv Goenka Group
Growing Legacies

firstsource

July 13, 2023

Dear Siona,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of Senior CSA, Senior Associate at the company's Hyderabad office.

The break-up of the salary offered is provided below:

COMPONENT	AMOUNT (Rs)
Basic	Rs7,200.00
Special Allowance / FBP	Rs6,523.00
House Rent Allowance	Rs3,600.00
Conveyance	Rs1,600.00
Medical	Rs1,500.00
Statutory Bonus	Rs2,367.00
GROSS SALARY	Rs22,790.00
PF (12% of Basic) – Co. Contribution	Rs864.00
Gratuity(4.8% of Basic)*	Rs346.00
ESI (3.25% of Gross) - Co. Contribution	Rs0.00
RETIRALS	Rs1,210.00
FIXED SALARY (p.m.)	Rs24,000.00
FIXED SALARY (p.a.)	Rs288,000.00
Performance Pay (p.a)**	Rs12,000.00
TOTAL ANNUAL CTC (p.a)	Rs300,000.00

A. Statutory Applicability and other Allowances:

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

B. Appointment Details:

Date of joining	July 14, 2023

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies.

You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

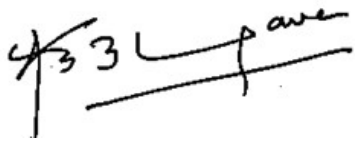
Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till July 14, 2023 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

For Firstsource Solutions Limited



Anshul Bhargava

Global Head – Human Resources

Name	Sai Sindhura
Date of Joining (Amazon)	18-Sep-23
Designation on Joining	GO AI Associate
Citizenship	INDIA

Current Compensation & Benefit Summary

	Annual (in INR)
Gross Salary	260000

Please make changes in the cells highlighted as yellow only. Other cells (greyed out) will auto populate the val

Gross Salary Break-Up		
Pay Component	**Select**	**Annual (INR)**
Basic	50%	130,000
House Rent Allowance	50%	65,000
Employer contribution to PF	Fixed	15,600

2: Flexible Components - can be allocated as per your individual tax planning needs

Self-education		-
Children education allowance	N	-
Children hostel allowance	N	-
National Pension System (NPS) Contribution	0%	-
Self-Owned Vehicle Expenses	N	-

3: Residual post selection of flexi components:

Leave Travel Assistance		27,083
Medical Allowance		15,000
Conveyance Allowance	Self-owned Vehicle Expenses option should be set to N	7,317
Meal Allowance		-
Flexi Allowance		-
Gross Salary		**260,000**

Note : -

Detailed Overview will be given during Day 1 Orientation

Sign on Bonus is paid out on Monthly basis

RSU Vesting Cycle: Y1-5%; Y2-15%; Y3 & Y4-40% (vested half-yearly)

ues.

Monthly (INR)	Guidelines
10,833	*50% of Gross Salary*
5,417	*50% of Basic*
1,300	*Fixed PF option can be availed only if minimum annual PF>INR 21600*
-	*Upto INR 350,000 per annum payable on claim*
-	*INR 1,200 per child per annum for up to 2 children*
-	*INR 3,600 per child per annum for up to 2 children*
-	*Up to 10% of Basic; minimum should be 1% of Basic*
-	*Car <= 1600 CC - INR 32,400 per annum, >1600 CC - INR 39,600 per annum; 2 wheeler - INR 19,200 per annum, Driver - INR 10,800*
2,257	*Maximum value (INR): 2.5 months' Basic Pay per annum*
1,250	*Maximum value (INR): 15,000 per annum*
610	*Maximum Value (INR): 19,200 per annum; the employee is eligible for Conveyance Allowance only if he/she does not choose Self Owned Vehicle expenses*
-	*Maximum Value (INR): 24,000 per annum*
-	*Remaining*
21,667	