



ST.MARY'S EM HIGH SCHOOL



Name : D. Sai Neeraja

Designation : Teacher

Mobile No : 8179436504

S. S. S.
Correspondent

3 rd Lane Haranadhapuram, Nellore-3

OFFER LETTER

06/24/2022

Gundala Usharani

**2/1044/8/2/D, Jayanagar Colony, Tadpatri
Anantapur, Andhra Pradesh, 515411**

Dear **Usharani**,

Congratulations! With reference to your job application and subsequent discussions with YASH Technologies Private Limited (hereinafter referred as "YASH/ Company/We/us"), we are pleased to inform that you have been selected for employment. Please find below details-

Job Title - Trainee
Job Grade - T
Work Location - Hyderabad

We take this opportunity to thank & appreciate your decision to join us. You are requested to join us on or before **07/04/2022**.

Your compensation (Total Cost to Company) would be **Rs. 3,80,000/-** (Rupees Three Lakh Eighty Thousand only) on an annual basis, which would comprise your salary, benefits, and/or any incentives as applicable to you. Please refer **Exhibit I** for the Compensation Structure and benefits.

The terms & conditions governing your employment, compensation, and other benefits that you would be entitled to, are stated in the enclosure to this letter. This offer of employment is subject to you fulfilling the Terms of Employment that would be shared as a part of your Onboarding process, on or before Date of Joining.

Upon your joining, you will meet your colleagues, managers, and HR partners. Feel free to let them know what you need to accomplish your new responsibilities.

With us, you can look forward to advancing your career and further develop your expertise as you gather an enriching experience. We are confident that you will add value through your role, and we look forward to a long-term relationship. Wishing you all the success in this new role.

For **YASH Technologies Pvt. Ltd**



Laveena Nabar
Human Resources

P.S: Date format to be read as MM/DD/YYYY. Print only, if required.



GENERAL TERMS AND CONDITIONS

- 1) **Base Location:** You will be working from **Hyderabad-Mindspace II-DC (203)**. Further, you can be asked to work from any of the YASH locations, depending upon business requirement, with a notice of 30 days.
- 2) **Transfer:** You could be transferred at Company's discretion to any of other offices/branches/subsidiaries/affiliates/ holding company/department/projects/divisions/units/Clients of the Company in India or outside India, should the need arise including client location on whose projects you have been deployed. You will abide by the Company's Policies as may be in effect from time to time with respect to your role, function, grade or location where you work in. In case you are deputed to a client location, you shall abide by the client policies applicable to you so that you do not commit any breach which adversely impacts YASH.

Affiliates shall mean: For the purposes of this Offer Letter “Affiliate” shall mean, any direct or indirect, current or future subsidiary of the Company, or any other entity which is controlled by the Company or which controls the Company. The term “control” as used herein shall mean possession, directly or indirectly of at least forty per-cent (40%) of the voting equity of another entity (or other comparable interest for an entity other than a corporation), or the power to direct or cause the direction of the management or policies of an entity whether through ownership of securities, by contract or otherwise.

Company/YASH: Company/YASH means YASH Technologies Private Limited and any of its affiliates and group Companies including Parent entity and its Affiliates.

Parent entity shall mean: Yash Technologies Incorporation or any other entity that may hold shares in YASH Technologies Private Limited in the future.

- 3) **Training & Performance Management:** We provide various training resources, and You will be required to undergo relevant trainings from time to time to ensure that your skills are relevant to our business needs. You understand and acknowledge that you need to be productive, at all times. You will be eligible for performance review according to the Policies of the Company. Your career and compensation progression will be based your performance and Company's Policies prevailing at that point of time. Failure to complete the required trainings or non-performance may lead to termination of your employment with or without notice or compensation at Company's sole discretion.
- 4) **Agreement:** You may be required to sign necessary agreements and complete various formalities, as required, including but not limited to confidentiality, non-compete, service agreement, if applicable etc. with the Company or with clients of the company when you work for them during the tenure with the company to secure the interests of the Company and/ or its clients. This Offer Letter, Exhibit I, Exhibit II, all annexures and any agreements signed pursuant to the Offer Letter comprises of the entire agreement between the Company and the Employee.

Company Privileged and Confidential

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- 5) **Training/Probation/Confirmation:** You'll be under training cum probation for a period of six months from date of your joining. Thereafter, based on your performance, management reserves the right to extend the training cum probation period or confirm the appointment with the company. Unless services are confirmed in writing, you will continue to be on training cum probation.
- 6) **Increments and promotions:** Your growth in terms of role, compensation etc. in the company will be based on your performance, outcomes, and good conduct. Your performance would be reviewed periodically and any action arising out of this review is solely at the discretion of the Company.
- 7) **Separation Notice Period:** Your employment with the Company can be ceased either by the Company or by you as per below:

Notice Period:

- i. **During the probation period** your employment can be terminated by the company at its sole discretion without any prior notice and without any obligation to assign a reason. If you wish to terminate this employment you may have to give 45 days' written notice.
 - ii. **Upon confirmation of services** employment services can be terminated by giving 90 days written notice by either side. If company is terminating the employment, then it'll pay salary in lieu of notice period for the aforesaid period wherein salary will not include any performance linked incentive or variable pay amounts, if any.
- 8) **Acceptance:** We request you to go through offer documents which includes this Offer Letter, Exhibit I, Exhibit II (will be available to you along with Documentation process at the time of joining), Annexure I & II and acknowledge the same by stating that you accept the terms & conditions mentioned. You need to confirm your joining date within **5 days from the date of issuance of this letter or before date of joining, whichever is earlier**, failing which this offer will stand automatically withdrawn; unless the date is extended or communicated to you by our Talent Acquisition team.

This document and its Exhibits are being or may be required to be digitally signed and executed on docusign by the Employee.

ACKNOWLEDGEMENT & ACCEPTANCE

I, **Gundala Usharani** have read and understood the above terms and conditions along with Exhibits and Annexures enclosed with this offer letter and hereby accept the same.

Signature: _____ Date: _____

Company Privileged and Confidential

October 3, 2022

J. Siva

Kurugonda Village & Post Ozili Madal Tirupati Dt

Sub: Fixed Term Employment Contract

Dear J. ,

Reference your Application and subsequent interviews wherein you have expressed your desire and willingness to provide your services to our Organisation (also referred to as 'SCBR'), in respect of our **Project - Nokia**. We are a Not-for-profit Organization engaged in the mission of helping vulnerable children in India. As a part of our said activities, we have started the **Nokia** project, for which your services have been engaged. As at present, the said project would be for a period till **June 30, 2023**.

We are pleased to appoint you as **Project - Computer Acadmic Instructor** at **Andhra Pradesh**. Your employment shall be subject to the following terms and conditions:

1. TERM

Your employment would be for a fixed period commencing from the date you join our services. Your date of joining is **October 3, 2022** which shall expire and automatically stand terminated on the close of working hours of **June 30, 2023**. The parties may, however, by mutual agreement in writing, further extend the said period of employment, provided in no case the period of employment shall go beyond the life of the said Nokia project.

However, in case the said project for whatsoever reason comes to an end prior to the expiry of your employment contract in the said project; your services will also automatically cease as on the last day of expiry of the said project. Similarly, in case the size of the project is required to be reduced at any time, for whatsoever reason, then the Organization may terminate your services by giving you one month's notice or pay in lieu thereof.

2. REMUNERATION

**Save the Children,
Bal Raksha Bharat**
1st & 2nd Floor,
Plot no. 91, Sector 44,
Gurgaon - 122003,
Haryana, India

Registered Office:

Bal Raksha Bharat
D-61, 2nd Floor,
East of Kailash,
Near Sapna Cinema,
New Delhi 110065

Tel : (+91) 124 4752000
Fax : (+91) 124 4752199
info@savethechildren.in
www.savethechildren.in

Society Registration Number:
S/51101/2004
FCRA Registration Number:
231660869
All donations are exempt
under 80G of I.T.Act (1961)

J. Siva

You will be eligible to receive remuneration as per the Salary structure attached herein as Annexure A.

Your total Annual CTC would be INR 300000.

3. SERVICE RULES

You shall be governed by the rules contained in our **Staff Charter** in so far as the same are applicable to you and in respect of the matters which are not specifically provided in this Contract. You are required to carefully read, understand and familiarize yourself with the SCBR Policies which are available on the Organization's intranet portal at https://stcbrb-my.sharepoint.com/:f/g/personal/humanresource_savethechildren_in/EuBKQkFK6a1GrLOznnoV2V0BCc--cAOsR4J9VraEQyLFZg?e=4e5MqV. These Policies set out the conditions, which will not only govern your employment with SCBR, but also lay down the standard of conduct expected from each Employee of the Organisation. The Policies form a part and parcel of this agreement. Accordingly, this Contract and the Organisation Policies shall be read together; and in case of any conflict, the decision and interpretation of the Management shall be final.

Kindly note that SCBR is globally committed to work for the prevention of child abuse and related practices. Through a well spelt out Policy document the Organisation has detailed its commitment and obligations of each Employee of the Organisation on the subject. The Organization is entitled to revise/amend/modify the said rules and the revised/amended/modified rules would govern you. In case you require to seek any clarification, you may kindly contact Human Resource Department.

Notwithstanding the above, you are required to read the details of the Child Safeguarding policy document and confirm your acceptance to adhere to the same in spirit and practice along with the Code of Conduct, Non-Disclosure cum Confidentiality Agreement, Conflict of Interest Declaration and SCBR Anti-Harassment Policy. Any violation of these integral policies of the organisation may result in termination of your employment with immediate effect, without any notice.

4. CONFIDENTIALITY

- (1) You shall ensure that there is no unauthorized access to or disclosure of confidential data of any other person, organization or entity, during the course of your employment. Therefore, no unauthorized confidential data from other organizations will be kept or copied onto SCBR devices and servers at any time during the course of your employment with us.
- (2) All records, files, documents and materials, or copies thereof, relating to SCBR, which you prepare, or use, or come into contact with, shall be and remain the sole property of SCBR, as the case may be, and shall be promptly returned to us upon the cessation of your employment with us.

J. Siva

- (3) You shall not, during your employment hereunder or at any time thereafter, divulge or disclose any confidential information as to the working or affairs of SCBR or its Partners, associates or any of their interests, operations, plans, methods, protocols or confidential practices and processes or the data and information relating to personnel, vendor or Donor(s) of SCBR, obtained by you during your employment, to any person whomsoever or make any use of such information for your own purpose or for any purpose other than that of SCBR. You shall, during the continuance of your employment hereunder, use your endeavors to prevent any other person from doing so. You shall not communicate to the public, any newspapers, social media and the like; at any time, any information or documents, official or otherwise relating to the Organisation. This restriction shall equally apply after cessation of your employment with the Organisation and at all the time thereafter and shall remain enforceable for all the time, failing which SCBR will take necessary legal action against you.

5. TERMINATION

- (1) Your contract may be terminated at any time by either party by giving 1 month notice or salary in lieu thereof. The Management reserves the right to ask you to complete the task at hand prior to separation from SCBR and you shall be bound to comply with the condition. You will be required to furnish a *No Dues Certificate* duly signed by the authorized person before separation; to enable the Management to settle your dues in full & final. The Management reserves the right to forgo the required notice period and handover clause in case of resignation, without any payment in lieu of pending notice period.
- (2) Your services may be terminated with immediate effect without any notice or notice pay in case you indulge in any act of misconduct inter alia those mentioned below viz:
- Dishonesty
 - Disobedience
 - Indiscipline
 - Disorderly behavior
 - An act of Sexual Harassment
 - An act of moral turpitude
 - Absence from duty without prior permission, authorization or sanction
 - Violation of any other Policy/Rule/Regulation, terms and conditions or committing any other misconduct.

*NOTE: The aforementioned list is only illustrative and not exhaustive.

- (3) Your services are liable to be terminated without any notice, if any information tendered by you in your Application and/or other documents submitted by you for employment on the basis of which your appointment is made, is found to be false, misleading or certain facts are found to have been omitted or exaggerated.
- (4) Your appointment and its continuance in our Organisation is subject to your remaining medically (physically and mentally) fit. Hence, the Management may at its own cost direct you to be examined by a medical practitioner of their choice. In case you fail to undergo medical examination as directed, your services may be discharged. Further, in case you become unfit for performance of your normal duties as a consequence of ill health,

J. Wira

infirmary, accident or the like, you are liable to be discharged from our services by the Management by making payment of two month's pay.

6. EXCLUSIVITY

You will be a whole-time employee of the Company, and during your employment with us, you will not engage yourself in any other works or occupation directly or indirectly, part-time or full-time, honorary or otherwise; unless permitted in writing to do so by the Management. Accordingly, you shall not accept any remuneration except that payable under this contract and/or conduct any personal business, or any business on behalf of other person, outside SCBR while in the employment of SCBR.

7. PROPRIETARY RIGHTS

Any intellectual property including copyright material or any invention or patentable idea created by you during the course of your employment, shall belong to and vest in our Organisation and you agree that if required you shall execute any document and do all that is necessary, at the expense of our Organisation, to assign the said rights to our Organisation and/or to effect the registration of such rights in the name of our Organisation. Thus, you acknowledge, agree and undertake that all existing and future intellectual property rights in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of our Organisation with unfettered rights for utilization or disposal of the same; and consent to our Organisation and/or its clients using or adapting material to which you have contributed, in any manner and without expressly acknowledging your individual contribution.

9. TRANSFER

You will be initially posted at **Nellore** but the Management, at its discretion, will be entitled to transfer your services to any place in India or abroad for working and/or in any matter relating to its Programs and Projects which may be in operation now or in the future. Your refusal to comply with such lawful and reasonable instructions of the Management shall warrant your termination without notice.

10. MISCELLANEOUS

- (1) You will observe the aims and ideals of SCBR as those of a non-political, non-governmental, non-sectarian organisation, which is solely concerned with promoting and realizing the rights of the child.
- (2) If any of the provisions of this Employment Contract is held to be invalid, the other provisions shall continue to remain in full effect.
- (3) The failure of either Party hereto to enforce at any time or for any period of time any provision(s) of this Agreement shall not be construed to be waiver of such provision(s) or of the right of such Party thereafter to enforce each and every such provision.

J. Giva

- (4) This Agreement is the entire agreement between the Parties and replaces, supersedes and cancels all other oral or written understanding and agreements between the Parties that may have existed prior to the effective date of this Agreement.
- (5) This Agreement shall come into existence on the receipt of your signed acceptance of this Engagement Agreement at the registered office of SCBR, at New Delhi and the Agreement shall be made in New Delhi. Accordingly, this Agreement shall be subject to the exclusive jurisdiction of Delhi courts only.
- (6) You will stand superannuated from our services automatically on attaining the age of sixty (60) years.

Your acceptance to this Employment Contract is required within seven calendar days of the receipt hereof.

For your employment with Save the Children, Bal Raksha Bharat, this letter supersedes any prior communication issued to you.

Welcome to the SCBR team. Looking forward to working together.

With best wishes,
Yours sincerely,



Sangeeta Narula
Director – Human Resources, Admin & Procurement

I have read and understood the above along with all policies and I accept this Fixed Term Contract of Employment with all the terms and conditions contained therein.

Name: I. Giva

Signature: I. Giva

Date: 31/10/2022

Place: New Delhi

Compensation Structure

Name	J. Siva
Designation	Project - Computer Academic Instructor
Location	Andhra Pradesh
Contract Start Date	October 3, 2022
Contract End Date	June 30, 2023

	Per Month
Basic	11250
HRA	5625
Special allowance	5049
Transport allowance	1000
Monthly Gross	22924
<i>Retirals and other Benefits</i>	
Provident Fund - Employer	2076
ESIC – Employer	0
Travel Allowance	0
Mobile Allowance	0
Monthly CTC	25000
Annual CTC	300000

- There would be an equal deduction towards Employee's share of Provident Fund from Monthly Gross Salary
- Income Tax & Professional Tax will be applicable as per Government of India/ State regulations

J. Siva

Date: 29-04-2022

To,

Juturi Rajesh

1-148, Ramavaram (Village) Owk(Mandal)
Kurnool, AP, India 518122

Mob: 7730855933

Email: rajeshchinna270@gmail.com

RE : Offer letter

Dear Juturi,

Welcome to the JAX family!

We are delighted to offer you the full-time position of **Jr. Salesforce Developer** with Revecast Solutions Pvt. Ltd, a subsidiary of JAX Consulting, w.ef. **1st May 2022**.

As a Salesforce Developer, you will be responsible for the following:

- Perform declarative Configuration
- Create custom Interfaces with Visualforce
- Custom logic with Apex
- System integrations and other Salesforce development activities

Reporting

You will be reporting to Rajesh Yeddula, SVP, Professional Services.

Working Hours

Revecast provides flexible work hours to its employees at the discretion of the managers and the business needs per customer. The official business hours are 12:00pm to 9:00pm IST from Monday to Friday. Sat and Sun is Weekly off. Office hours are inclusive of dinner break. Meetings with offshore teams will be scheduled in consultations with offshore managers.

Emoluments

- Your salary is as mentioned in Annexure I. It is personal and confidential information.
- You will be entitled to other compensation and benefits in accordance with the company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per company policy.

Employee Benefits

You will be entitled to employee benefits under the Company's applicable policies and subject to applicable terms and conditions. The absence of any specific policy for the country does not imply automatic application of a policy for the region, unless so specified. The Company reserves the right to discontinue or modify any compensation, incentive, benefit, perquisite plan, program or practice.

In this regard, it is specifically stated that as a part of your employee benefits you will be entitled to adequate Medclaim/Health insurance cover for yourself and your family; the premium whereof shall be paid for by the Company with yourself/family being the beneficiary.

You are entitled to leave 20 days of annual leave and 8 paid holidays in accordance with the Company's applicable rules, as may be amended from time to time.

Location/ Place of work

Your appointment is at Revecast Solutions Pvt Ltd, its registered office at Kurnool. As per the Job requirement your position is fully remote.

NDA

Upon joining Revecast you will need to sign an NDA (Non-Disclosure Agreement).

Notice period

We wish that employees' association with the company will be for the long term. However, in case you decide to leave the organization, you will have to give a written notice of 30 days (excluding resignation day). Employees are not expected to avail any leave during the notice period. In case leave is taken, the last working day will be extended accordingly.

For Revecast Solutions Pvt. Ltd, Andrew Purpura, Director Revecast Solutions Pvt. Ltd

I hereby confirm to you that I am not involved in any civil /criminal acts and there are no civil or criminal cases going against me in any courts of law in/ outside India and agree to accept employment on the terms and conditions in the above letter.

I agree to accept employment on the terms and conditions in the above letter.

I shall be reporting for duty on Date: 1st May 2022

Name

Date

Annexure I

Salary Breakup		
Compensation	Monthly	Yearly (INR)
Basic	12,500	150,000
HRA	7,500	90,000
Annual Bonus(Payable Monthly)	1,000	12,000
Other Allowance	1,450	17,400
Gross Salary (A)	22,450	269,400
Benefits		
Employer's Contribution to PF*	1,800	21,600
Mediclaime and Accident Policy Premium**	750	9,000
Total Benefits(B)	2,550	30,600
Cost to Company (C= A+B)	25,000	300,000
Deduction from Gross		
Employee's Contribution to PF	1,800	21,600
Professional Tax	200	2,500
Total (D)	2,000	24,100
Net Payment without Tax (E= A-D)	20,450	245,300

Annexure II

THIS AGREEMENT is entered into as of this **1st May 2022**

Between

Revecast Solutions Pvt. Ltd.,
(hereinafter referred to as “the Company”);

And

Juturi Rajesh

(hereinafter referred to as “the Employee”).

The Company and the Employee are sometimes hereafter referred to individually as the “party” or collectively as the “parties”.

WHEREAS the Company holds certain Confidential Information which provides it with certain business advantages, all of which has been developed or obtained at significant costs and the use or disclosure of which to third parties would prove damaging to the Company’s business and prospects;

AND WHEREAS the Company is willing to provide such confidential information to the Employee subject to certain terms and conditions agreed to by and between the parties, solely for the purpose that during the tenure of her/his employment with the Company She/He should discharge her/his duties effectively and in the desired manner in the interest of the Company; NOW, THEREFORE, the parties agree as follows:

1. **NON DISCLOSURE** The Employee agrees and undertakes that She/He will not at any time, whether during or after the termination of her/his employment/Training with the Company, reveal to any person or entity any of the trade secrets or confidential information concerning the Company or of any third party which the Company is under an obligation to keep confidential (including trade secrets and confidential information respecting inventions, products, designs, software programs, customer lists, projects, plans and proposals), except as may be required in the ordinary course of performing her/his duties as an Employee of the Company, and She/He will keep secret all matters entrusted to her/his and will not use or attempt to use any such information in any manner which may injure or cause loss or may be reasonably expected to injure or cause loss (whether directly or indirectly) to the Company.
2. The Employee agrees and undertakes that during her/his employment/Training with the Company She/He will not make, use or permit to be used any notes, memorandum, reports, lists, records, drawings, sketches, specifications, software programs, data, documentation or other materials of any nature relating to any matter within the scope of the business of the Company or concerning any of its dealings or affairs other than for the benefit of the Company.
3. The Employee further agrees that She/He will not, after the termination of her/his employment/Training, use or permit to be used any such notes, memorandum, reports, lists, records, drawings, sketches, specifications, software programs, data, documentation or other materials, it being agreed that all of the

preceding will be and will remain the sole and exclusive property of the Company and that immediately upon the termination of her/his employment/Training with the Company She/He will deliver all originals and copies of the preceding to the Company at its main office.

4. The Employee agrees that if She/He is served with any subpoena, interrogatory, request for production, or other compulsory judicial or administrative process that may call for or result in the disclosure of any of the Company's trade secrets or confidential information, She/He will, to the extent permitted by law, immediately notify the Company and only after notifying the Company, She/He may disclose such trade secrets or confidential information, but only to the extent She/He is legally compelled to do so.

5. **DEVELOPMENTS** If at any time or times during the employment/Training with the Company the Employee (either alone or with others) makes, conceives, discovers or reduces to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registerable under copyright or similar statutes or subject to analogous protection) (each, a "Development") that (a) relates to any of the products or services being developed, manufactured or sold by the Company; (b) results from tasks assigned to her/his by the Company; or (c) results from the use of premises or personal property (whether tangible or intangible) owned, leased or contracted for by the Company, each such Development and its benefits will immediately become the sole and absolute property of the Company and its assigns. She/He will promptly disclose to the Company (or any persons designated by it) each such Development and, by virtue of her/his signing this Agreement, the Employee agrees that all such Developments will be "works made for hire," as that term is defined under the laws of India, by the Company. To the extent they do not qualify as works made for hire, the Employee hereby assigns to the Company and its assigns any and all rights and interests She/He may have or acquire in each such Development and all benefits and/or rights and interests that result from such Developments without further compensation. The Employee agrees and undertakes that She/He will communicate to the Company, without cost or delay, and without publishing those communications to others, all available information relating to the Developments (with all necessary plans and models).

6. The Employee agrees that upon disclosure of each Development to the Company, She/He will, during her/his employment/Training with the Company and at any time after the cessation of her/his employment/Training, at the request and cost of the Company, sign, execute, make and do all such deeds, documents, acts and things as the Company and its duly authorized agents may reasonably require:

- a. To apply for, obtain and vest in the name of the Company alone (unless the Company otherwise directs) patents, copyrights or other analogous protection in any country throughout the world and when so obtained or vested to renew and restore such protection; and
- b. To defend any opposition proceedings in respect of such applications and any opposition proceedings or petitions or applications for revocation of such patents, copyright or other analogous protection.

7. The Employee hereby irrevocably designates and appoints the Company and its duly authorized officers and agents as her/his agent and attorney-in-fact, to act for and in her/his behalf to execute and file any such application or applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent, copyright or other analogous protection with the same legal force and effect as if executed by

her/his if the Company is unable, after reasonable effort, to secure her/his signature on any patents, copyright or other analogous protection relating to a Development, whether because of her/his physical or mental incapacity or for any other reason whatsoever.

8. NON COMPETITION During the period the Employee is employed by the Company, and for one year following termination of her/his employment/Training by the Company, She/He will not directly or indirectly (a) own, operate, manage, or control; or (b) serve as officer, director, partner, Employee, agent, consultant, contractor, advisor or developer; (c) have any direct or indirect financial interest in, or (d) perform any services for, the Company's competitors or any other entity which is direct / indirect competition with the business of the Company.

9. The Employee hereby acknowledges that She/He fully understands the business of the Company and appreciates the adverse impact of a breach of this Clause. During the period of the employment/Training or after her/his employment/Training with the Company, She/He shall provide support to and co - operate with the Company in protecting its intellectual property rights and business.

10. NON SOLICITATION The Employee agrees and undertakes unconditionally that She/He will not, directly or indirectly solicit any Employee of the Company for herself or for any other person or entity during the tenure of the employment/Training or during the period of service to the Company, under the terms of any employment/Training agreement, consulting agreement, independent contractor agreement or otherwise, and for a period of one (1) year thereafter.

11. MISCELLANEOUS

- a. The Employee understands that breach of any provision of this agreement will cause irreparable damage to the Company and that in the event of such breach the Company shall be entitled to, in addition to any and all remedies of law, the right to an injunction, specific performance or other equitable relief to prevent the violation of her /his obligations under this Agreement. The Company shall also specifically be entitled to recover the damages at actual from the Employee that may cause due to breach of any provision of this agreement by the Employee.
- b. The Employee agrees and undertakes that this Agreement does not create an obligation on the Company or any other person or entity to continue her/his employment/Training.
- c. The Employee agrees and undertakes that her performance of all the terms of this Agreement and as an Employee of the Company does not and will not breach any agreement to keep in confidence proprietary information that She/He acquires in confidence or in trust prior to her/his employment/Training by the Company. She/He has not entered into, and She/He will not enter into, any agreement either written or oral that conflicts with this Agreement. Further, the Employee confirms that She/He has entered into this Agreement at her/his own free will and has not been induced or forced in any way to enter into this Agreement.

12. WAIVER Any waiver by the Company of a breach of any provision of this Agreement will not operate or be construed as a waiver of any subsequent breach of such provision or any other provision of this Agreement.

13. SURVIVAL OF PROVISIONS The obligations of the Employee under this Agreement will survive the termination of her/his employment/Training with the Company regardless of the manner of such termination, and will be binding upon her /his heirs, executors, administrators and legal representatives.

14. The term "Company" shall include Revecast Solutions Pvt. Ltd. The Company will have the right to assign this Agreement to its successors and assigns, and all covenants and agreements under this Agreement will inure to the benefit of and be enforceable by such successors or assigns.

15. SEVERABILITY

Should any of the terms in this Agreement be found invalid or unreasonable in any respect by any court of competent jurisdiction, the Employee agrees to accept as binding all the terms that are enforceable under the law.

During your tenure with Revecast Services Private Limited as an employee, you would not get involved in any activity which is Anti National or prohibited on the Indian soil and also you would not be involved in any full time/part time employment/contracting commercial activity for money or otherwise.

IN WITNESS WHEREOF, the parties hereto have signed and executed this Agreement as of **29th April 2022**

Revecast Solutions Private Limited Employee:

Juturi Rajesh

Revecast Solutions Pvt. Ltd.

Andrew Purpura,

Director Revecast Solutions Pvt. Ltd.



Ph: 0861-2320053

RAO'S DEGREE COLLEGE

17/506, Rajaka Street, Nellore, Pin - 524 001.

Ref. No.

Date :

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Kum. **K. ANKAMMA**, M.Sc(Statistics) D/o K Chinniah working in Rao's Degree College as an Assit.Lectuter in the department of statistics from 01/10/2021 till to the date as regular lecturer.

The services rendered by her ~~his~~ satisfactory and her character is good to the best of my knowledge. She is paying a consolidated sum of Rs 10,000 (Rupees ten thousand only) per month.


PRINCIPAL
RAO'S DEGREE COLLEGE
NELLORE.



केन्द्रीय विद्यालय राजमपेट, सरस्वती पुरम, जिला - कडपा (आ.प्र.)

KENDRIYA VIDYALAYA RAJAMPET, SARASWATHIPURAM Distt. Kadapa (A.P.)
TV Code: 2318; Station Code: 806; Region Code: 11, CBSE Aff. 100060 CBSE SCHOOL CODE 59356)
email: kvrajampet@gmail.com
<https://rajampet.kvs.ac.in>

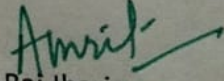
Date: 01/04/2022

फ.सं/F.No.2318363/के०वि०RJMPT/2022-23/

Sub.- Offer of appointment to the post of PRT on contractual basis for Session 2022-23.

With reference to his application for the above post **Mr. K. Mallikarjuna** it is hereby informed that he has been selected for appointment as PRT on contractual basis in this Vidyalaya. In order to supplement the teaching in this Vidyalaya, it has been decided to utilize your services as PRT. In case you accept this offer, then you should report to the Vidyalaya on **01.04.2022**. Your services will be based on the **terms and conditions** mentioned below as per KVS rules: -

- (1) You will be paid monthly consolidated amount **Rs. 21250/-** as per the KVS norms for teaching and Vidyalaya office work. If you remain absent the proportionate salary will be paid.
- (2) You are allowed one casual Leave in a month if you work all the days for that month. The leave will not carry forward to the next month.
- (3) Apart from teaching, you will also be responsible for home assignment, correction of class work and home work copies, preparation of question papers and evaluation of answer scripts and other duties as may be assigned by the Principal. The payment/remuneration indicated above will be inclusive of all the services mentioned herein before.
- (4) It is abundantly made clear that the assignment is purely of day to day nature and confers no right of appointment or your placement in the cadre of teachers. Your services will be utilized on the day to day basis depending upon the need and payment therefore will be made accordingly.
- (5) It is further abundantly made clear that the offer made in this letter shall automatically come to an end after the purpose for which the present offer is made is achieved.
- (6) The appointment offer is valid up to the end of **academic session 2022-23** or the date on which regular teacher joins whichever is earlier.


Amrit Raj Jharia
Principal

प्राचार्य / PRINCIPAL

केन्द्रीय विद्यालय / KENDRIYA VIDYALAYA
राजमपेट / RAJAMPET

T&M Services Consulting Private Limited

T & M House, Kohinoor Complex,
'A' Wing, Next To Maharaja Hotel,
W. E. Highway, Dahisar (East),
Mum- 400 068, INDIA
Tel. : +91 22 4029 7000
Fax : +91 22 4029 7562
Email : info.tmscl.com
Website: www.tmscl.com
CIN : U32200MH2003PTC139999



Ref No: TNM/ID-316044/2021-2022

Date: **15-Feb-2022**

Ms.MADHURI AREPPAGARI

FIXED TERM OFFER LETTER

Dear **Ms. MADHURI AREPPAGARI**,

This has reference to your application and subsequent discussion you had with us. We are pleased to inform you that our organization has decided to offer you as a **Sourcing Specialist** for our Client **ITC Infotech LTD** on terms mentioned below.

Your offer is valid subject to your joining at our client work place Karnataka or before **14-Feb-2022**.

1. You will be working with us for a fixed term period from **14-Feb-2022 to 15-Aug-2022** on the following terms and conditions. However your fixed term appointment will be co-terminus with the tenure of the client project.
2. Your monthly Gross Salary would be **Rs.35258.00 (Rupees : Thirty Five Thousand Two Hundred Fifty Eight Only)** all inclusive subject to your attendance & performance.
3. Deduction of Income Tax, Professional Tax, Provident Fund, & other statutory deductions shall be made as per the requirements.
4. During the period of employment, you will be required to not engage in any part- time/full-time employment or any other gainful assignment, mainly which effects your working with our organization or which is against our client's or our organizational interest.
5. You will be required to provide 30 days notice in advance to the organization in case you resign from the services.
6. The offer is subject to your being medically fit & no data provided during the course of selection is false.

We look forward welcome you and make you as part of our organizations team.

Thanking You.

For T&M Services Consulting Pvt. Ltd.

Authorized Signatory

I have read and understood the offer and accept your offer on the conditions mentioned above

Name: Ms. MADHURI AREPPAGARI

Sign: _____

Date _____

ANNEXURE



SALARY BREAKUP			
A	Components	Monthly (Rs)	Annually (Rs)
	Basic	17147	205764
	HRA	7111	85332
	Conveyance	3000	36000
	Other Allowance	3000	36000
	Medical Allowance	3000	36000
	Special Allowance	0.00	0.00
	Bonus	2000	24000
	Gross Salary	35258	423096
B	Deductions		
	PF	2058	24696
	ESIC	0.00	0.00
	PT	200	2400
	Total Deductions	2258	27096
C	Net Salary	33000	396000
D	Company Contributions		
	PF	2058	24696
	PF Admin.	86	1032
	EDLI	86	1032
	ESI	0.00	0.00
	Group Insurance	200	2400
E	Total monthly Co. Contribution	2430	29160
F	Total Monthly CTC	37688	452256

OFFER LETTER
PRIVATE & CONFIDENTIAL

25th November 2022, Hyderabad

Dear Nallabothula Prashanthi,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

You will be designated as Medical Coder and your annual CTC will be in rupees 240,000/- per annum (Two lakh Forty Thousand rupees only/-).

Your joining date will be **25th November 2022** and your posting will be at Spy Health Private Limited (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy.
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/ Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays, then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated fund

Spy Health Private Limited.

CIN: 74999TG2021PTC156227

No #701, 7th floor Kukatpally, Opp BJP Office, Hyderabad, Telangana, India 500072

Website: Info@spyhealth.com

- 6. Notice period:** Either party has to provide 30 days of notice without cause or salary in lieu of notice in case of separation of services during probation of notice in case of separation of services during period. After confirmation, either party will be required to give (60 days) Two Months' notice or salary thereof in case you decide to leave our services, and three months' notice (90days) for Manager cadre, subject to the Organisation's discretion.
- 7. Termination:** Your employment may be terminated by the Organisation for Causes(as defined below); effective immediately upon the day written notice of termination for Cause is mailed or hand delivered to you. For purposes of this letter of offer, "Cause" means any of the following including and not limited to:
- a.**Commission or conviction of any criminal offence, or of any misdemeanor involving moral turpitude, misconduct, any act of deliberate discrimination or harassment on grounds of race, sex, sexual orientation, religion, age or disability;
 - b.** You will fully or negligently breach any legislation or any regulation to which the Organisation and/or you may be subject which may result in any penalties being imposed on the Organisation or any Director/s or Officer/s of the Organisation;
 - c.** Breach of Organisation's confidential information.
 - d.** Failure to adhere to Organisation's corporate codes, policies or procedures as in effect from time to time;
 - e.** Continued failure to meet reasonable performance standards as determined by Organisation;
 - f.** Refusal to perform reasonable duties as assigned by the Organisation; or
- 8. Offer Acceptance:** Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter for our attention within two days from the date of this letter. This letter may not be modified or amended except by a written agreement, signed by a HR Professional of Spy Health and by you.

For Spy Health Private Ltd.

Sony. B

Sony
Human Resource

I agree to accept employment on the terms and conditions mentioned in this appointment letter. I will keep my compensation and benefits information confidential.

Employee Signature

CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	75000
House Rent Allowance	65000
Conveyance allowance	55000
Other allowance	45000
Total Gross (A)	240000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	240000
PF Employer	0
ESI Employer	0
Total Cost to Company	240000



AMARA RAJA

AMARA RAJA BATTERIES LIMITED TRAINEE IDENTITY CARD (ARTS)



PAKANATI VENKATARAMANA

Trainee Code : 90048126

Date of Enrolment : 26-12-2022

Validity Upto : 31-12-2024

Signing Authority



CUBUS
Powerful Online Banking Solutions



Premakumar R
Emp. ID : CBS- 113

"O" +ve



VIJAYARAMA ORTHO CARE

Beside Sangam Theater, Hospital Road, Gudur

APMC/FMR/84223

Dr. Manoj Reddy .K M.B.B.S., M.S Orthopaedics

Consultant Orthopaedician | Arthroscopy, Trauma, Spine & Joint Replacement Surgeon

Date : 07/03/22

Patient Name : **R. Sandhya Rani**
Address : **Gudur**

Age/Sex : **24 Y/F**
Regd No :

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **R.SANDHYA RANI**
24Y/F D/O RAJA has been working in our hospital as staff
receptionist from 05/05/2021 in the intensive critical care unit.

Thanking You..

K. Arani
VIJAYARAMA ORTHO CARE HOSPITAL
Beside Sangam Theater
Hospital Road, GUDUR 524 101
SPSR, Nellore District, 84223

ప్రతిరోజు ఉదయం 9.30 గం||ల నుండి రాత్రి 9.30 గం|| ల వరకు చూడబడును.

అపాయింట్‌మెంట్ కొరకు సంప్రదించండి. ఫోన్ : 90300 36333, ల్యాండ్ నెం: 08624-221144



**GOVERNMENT OF ANDHRA PRADESH
DEPARTMENT OF PANCHAYATRAJ**

Employee Identity Card

Name : SHAIK. MEHARAJ
Date of birth : 06-07-1996
Designation : **MAHILA POLICE**
Employee Id : 0854454
Name of the Office : Udayagiri -III Secretariat,
Udayagiri (M), SPSR Nellore Dt.



S.K. Meharaj
Signature of the Employee

R.S. Vignani
M.P.D.O Signature
Udayagiri Mandal

Annora

ANNORA PHARMA PVT.LTD

Sy.No.261, Annaram Village, Gummadidala Mandal
Sangareddy Dist. T.G. 502313



Name : **SHAIK YASDAN**

Emp. Code : **400770**

Dept : **QC**

Bl.Group : **B+ve**

TS Reddy
Authorized Signature

eSPIES FACILITIES PVT LTD



Manju Residency, Plot No.85&88, Flot No:302,
Road, Hyderabad-72, Phone:040-65740941
3rd Floor, Sardar Patel Nagar Nizampet Cross



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72.
Phone : 040 - 65740941, Cell : 9160004333, e-mail : isreddy@espies.in
Website : www.espies.in



To,

June 24th, 2022

Mr. Shaik Yasdan

S/o: S K Nagoor Basha
Vill. & Post.: Kogili, Mdl.: Chittamuru,
Dist.: S.P.S.R Nellore,
State: Andhra Pradesh - 524127
Ph No: 8096365670
Email id: shaikyasdan99@gmail.com

Sub: Offer Letter

Dear Mr. Shaik Yasdan

With reference to your application and subsequent interview with us, we would like to bring to your notice that you have been selected for the position of **Jr Officer in QC - Stability** department.

1. You are required to report for duty on **04th July'2022** by 9:00 AM .
2. You will be initially posted at our client **Annora Pharma Pvt Ltd at Annaram, Hyderabad**
3. Your Appointment letter will be issued after completion of joining formalities process.
4. You will be paid salary (per month) as shown below:
Monthly Gross Salary: Rs. 14,000/-
5. Upon receipt of the offer, you are required to undergo medical check-up at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
6. Your Employment will be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
7. As substantial cost is being incurred towards your recruitment, training and development, any discontinuance, exit or voluntary separation of your services against the agreed period will attract penalty more fully detailed in the Annexure – I of this offer letter.
8. Please bring the below list of documents for the joining formalities.
 - Original Academic Certificates (all from 10th to Highest)
 - All Educational Certificates Xerox Copies from 10th to Highest Qualification.
 - Address and ID proof on your name.
 - Aadhar Card clear Xerox copy.
 - Xerox copies of all Appointment letter and Reliving letter of previous organizations if any.
 - EPF UAN Number and ESIC Insurance numbers of previous organisation if any.
 - 3 Passport Photographs.
 - 1 Postcard Size family photograph for the ESIC process.
 - Rs. 100/- Stamp Paper for making the Agreement.

Thank you,
For **ESPIES FACILITIES PVT LTD**



Authorised Signatory

DECLARATION BY THE CANDIDATE

Annexure I

I Shaik Yasdan, S/o. S K Nagoor Basha, if I fail to continue the service with Hetero for a period agreed upon, I will pay the penalty amount as mentioned below:

Remedial Compensation Structure - Recommendation with immediate effect (As agreed under Clause 9 of the Agreement)	
Service Period	Compensation - INR
Less Than One Month	Rs. 20,000/-
More Than One Month - Less Than Six Months	Rs. 40,000/-
More Than Six Months - Less Than One Year	Rs. 80,000/-
More Than One Year - Less Than Two Years	Rs. 1,00,000/-
More Than Two Years - Less Than Three Years	Rs. 80,000/-

- a. I have read, understood and accept the terms and conditions as mentioned in the offer letter and annexure.
- b. I hereby affirm that I have not been involved in any monetary transactions to obtain this offer.

(Signature of the candidate)

Name: **Shaik Yasdan**

Date:

G. Shiva Keshalu, MBA (Marketing)
Event Organiser


Cell : 9553821938

AMRUTHA CATERING SERVICES

TAKE AWAY & DRIVE - IN

For Quick Quality & Hygiene

 **8919796511**

 Plot No. 117, GPR Engineering College
Backside Road To Jagannadha Gattu,
Mayuri Green Hills, DINNEDEVARAPADU,
KURNOOL-518002.





Joining @ NCML

1 message

Kanika Malhotra Verma/HR/Corp/NCML <kanika.v@ncml.com >

Tue, Jan 11, 2022 at 19:31

To: Sreekanthmundlapati141@gmail.com <Sreekanthmundlapati141@gmail.com >

Cc: Karanki Srinivasarao/Technical Manager/Vizag/NCML <karanki.s@ncml.com >, Lalit Kumar Thakur/T & C/Vishakhapatnam/NCML <lalit.t@ncml.com >, Shagun <shagun@nacreoutsourcing.com >

Dear Sreekanth

I on behalf of NCML welcome you.

Congratulations!!! You are shortlisted to work with us as an Intern at a stipend of 15000 per month.

You are requested to join on 12th January 2022 at the below mentioned address:

National Commodities Management Services Ltd

Sardar Gouthulatchanna Bhavan,

D. No. 3-2/ 2 to 4, Adarshnagar,

Visakhapatnam-530040

Contact Person: Karanki Srinivasarao

Contact Number: 8448594465

Thanks & Regards

Kanika M Verma

Manager | Human Resource



National Commodities Management Services Limited

☎: 9311482902 | 🌐: www.ncml.com

6th Floor, Tower - B of "SAS Tower"
Support Area, Medicity, Sector 38, Gurgaon-122001

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RAO'S DEGREE COLLEGE

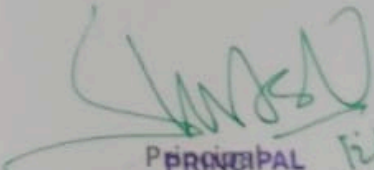
17/506, Rajaka Street, Nellore, Pin - 524 001.

Ref. No. _____

Date : _____

SERVICE CERTIFICATE

This is to certify that Kum. **V DIVYA**, Msc(Chemistry), Lecturer. in the dept. of Chemistry, Rao's Degree College, Nellore was appointed as Lecturer in the year 2021. She is working till today and so having Two years of teaching service in the department. The details of the candidate is being forwarded to the best of my knowledge.


PRINCIPAL 12/2/23
RAO'S DEGREE COLLEGE
NELLORE.



Crown Solutions India Private Limited (Crown)

Date: 15.06.2022

To

Name: Mr. Venkata Mohan Chinna Achamma Gari

Address: Chennai

Dear Mr. Venkata Mohan Chinna Achamma Gari

We have pleasure in appointing you in our company as **Business Associate** or in such other capacity the management shall determine time to time. Please note the employment terms contained in this letter are subject to company policy

1) APPOINTMENT

Your date of appointment is effective from the date of joining which shall be as soon as possible not later than **16.06.2022**

You will be liable to be transferred in such capacity as the company may from time to time determine from any other location, department, function, establishment or branch of the company or subsidiary, associate or affiliate company or Client Projects anywhere in India or abroad. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2) COMPENSATION

You will be eligible to receive the following

- A) Your total cost to the company would be **Rs. 5,40,000 (Five Lakh and Forty Thousand Only)** per annum. Please find attached Annexure A for details. This salary will be processed on 10th work day of every month. However if 10th falls on a holiday, salary will be paid in the next working day.
- B) Your Salary will be processed from the actual project allocation date only.
- C) Your salary will be reviewed periodically as per company policy.
- D) Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- E) Your performance will be reviewed every 12 months.

3) DUTIES & JOB RESPONSIBILITIES:

- (a) You shall diligently follow the instructions of the Seniors, Officers and authorities under whom he/she may from time to time be placed during the assignment, perform all responsibilities and ensure required technical service deliverables & results as required for the assigned project. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of our company whether directly or indirectly.
- (b) You Shall at all times obey the rules and regulations of CROWN or its business associates:
- (c) It is mutually discussed & agreed that during your tenure in our Company, you would be assigned to work on our Client projects and during such deputation, In case you may have any concerns or redressals with us, You shall only address it to your concerned Human Resource (HR) Point of Contact(POC) in Crown, refer to Appendix – A of this offer letter for details and You shall strictly not have any direct communication

INDIA - CHENNAI BANGALORE KOCHI HYDERABAD

EUROPE APAC AUSTRALIA SRILANKA AFRICA

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Crown Solutions India Private Limited (Crown)

with any of our Client Personnel or Client's project supervisors in the client place, any breach of this condition may would be subject to Clause no 9-A-12 of this offer letter.

- (d) You shall not engage in any work/assignment other than that arranged by CROWN, even while off duty, except with the prior written permission of CROWN.
- (e) This employment is contract in nature, it is entirely dependent on the client project assignment duration. This employment offer would be valid until the expiry of the client contract for which you have been employed under this contract.
- (f) We at Crown Solutions are committed to ensure the integrity in all aspects of its functioning. Please ensure that you comply with the policies of the organization as the form and the integral part of the terms employment with crown consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens the company will notify you and you will be required to comply with the same.

4) LEAVE

Leave, public holidays and working hours as applicable to your category of employees, assignments and location of position

5) CONFLICT OF INTEREST

- A) During the term of this agreement, you agree to comply with our company's reasonable policies and standards, will devote your full time abilities to the performance of your duties and will not engage in any concurrent employment in the same field.
- B) You shall ensure that you shall not, directly or indirectly, engage any activity or have any interest in or perform any services for any person who is involved in activities, which are or shall be in conflict with the interest of our company.
- C) You shall ensure that you shall not directly or indirectly misuse or mishandle any of the facilities as and when provided by the company/client for the promotion of business such as mobile phone, laptop, computer accessories, corporate credit card, vehicle etc.
- D) Fails or neglects to undertake the employment/deputation, at the mutually discussed and agreed dates, abandons or deserts or fails to report regularly at the specified office shall be deemed as "NO SHOW". In such an event, the offer stands cancelled, and you shall be liable to pay three month's salary as penalty to the company for the loss suffered by the company.

6) TIMESHEETS

You shall send a softcopy of the timesheets duly approved and signed by your concerned Manager on the last working day of every month to the concerned payroll processing team so as to enable us to process your salary on time.

Any delay in receiving the approved timesheets will result in the delay of the payment of your salary. Payment of your salary would be done as per the effort approved by the Client's Manager in the time sheet and on a pro-rata basis on the aforesaid monthly salary.

INDIA - CHENNAI BANGALORE KOCHI HYDERABAD

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7) PROBATION

You will be put on probation for a period of six months, which may be extended by another six months at sole discretion of the management. On satisfactory completion of probation period/extended probation period, you shall be on confirmed employment, till such time you shall continue to be on probation.

8) MEDICAL INSURANCE

Medical Insurance Coverage will be provided by CROWN for you as per the company Standard policy. Hospital and Surgical Insurance coverage are only applicable to you and subject to the provisions and exclusions of the Company standard Policy. You can also choose to cover your family members (you will have to bear the insurance premium) through our insurance provider at applicable rates.

9) TERMINATION:

The company may terminate the employment with or without cause under the following conditions:

A) With Cause : The company may, immediately and without notice, terminate the EMPLOYEE from the employment with "cause", The term "cause" shall, as used in this Document, mean

- 1) CROWN reserves the right to verify the information furnished by you at any time. Misrepresentation or omission of any information may result in revocation of this offer or immediate termination of the employment without notice.
- 2) The commission of a crime involving moral turpitude, theft, fraud or deceit.
- 3) Conduct that has an adverse effect on the Company's reputation.
- 4) Substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE
- 5) Gross negligence or deliberate misconduct
- 6) Any material breach of terms and conditions specified in this letter.
- 7) Client discontinues trading, becomes bankrupt or insolvent.
- 8) Client is in breach of its agreement with CROWN or cancels the assignment before the expected completion date.
- 9) Non-renewal of the contract / project of employment on its expiry
- 10) Client is dissatisfied with your work performance, after reasonable efforts have been made to remedy the situation.
- 11) You fail to comply with clause no. 3 & 14
- 12) You fail to comply with one or more of the terms and conditions of this agreement.

B) Without Cause:

In the event that the confirmed employment is terminated without Cause, the EMPLOYEE will be provided with a 30 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 days, calculated on the basis of the last basic salary. Any absence for 2-3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case the company is entitled to terminate the employment and/or seek compensation for any loss suffered by the company or its client due to such an absence.

INDIA - CHENNAI BANGALORE KOCHI HYDERABAD

EUROPE APAC AUSTRALIA SRILANKA AFRICA

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Crown Solutions India Private Limited (Crown)

10) NOTICE PERIOD

During the term /extensions, of this service, in the event of your resignation of services, you must give Sixty (60) calendar days advance notice in writing or pay salary in-lieu of such notice. CROWN has the right to reject your offer of salary –in –lieu of notice, depending on the nature of the tasks and projects assigned to you. All assets provided to you by the Company as in clause no: 5 (C) shall be returned without damage to the concerned supervisor in Crown team.

11) ARBITRATION:

A) In the event of any dispute or disagreement over any of the terms of this agreement or any claim or liability of any party, the same shall be referred to a sole arbitrator to be appointed by CROWN for arbitration under the Arbitration and Conciliation Act of India or any modification or re-enactment thereof. The venue of arbitration shall be at Chennai, India and the courts in Chennai shall have exclusive jurisdiction to the exclusion of all other courts.

B) Your employment terms may be specifically enforced legally, if required. During the process, if any of the provisions of this agreement are declared or found to be void or enforceable due to any reason whatsoever, the remaining provisions shall continue in full force and full effect.

C) This agreement contains the entire understanding between employee and company with respect to the subject matter hereof, and there are no representations, warranties, premises, or undertaking other than those contained in the provisions above.

12) LEGAL JURISDICTION:

It is mutually agreed between you and CROWN that, all disputes, disagreements or controversy arising out of, relating to, or concerning any performance or breach of this agreement, shall be settled through the exclusive legal jurisdiction of courts of Chennai, India. All aspects of the arbitration / litigation will be kept confidential. Neither CROWN nor YOU may disclose the existence, content or results of the arbitration, except as necessary to comply with legal or regulatory requirements.

13) INDEMNITY:

You shall take personal liability for all loss or damages caused by you arising out of your actions, default, or negligence. If CROWN is found liable or settles a claim for the above, you shall fully indemnify CROWN from all liabilities. This clause will still be active even after you leave CROWN's service.

14) NON-DISCLOSURE OF CONFIDENTIAL INFORMATION:

During the period of employment with our company you shall regard and preserve as confidential and shall not disclose, publish, communicate or make available to any person (other than to persons, client or other entities as directed by duly authorized representatives or company) or use for employees' personal purpose, any confidential information that employee receives, obtains or otherwise becomes aware of during the course of employment with our company that relates to or pertains to the operations, business or financial affairs, unpublished know-how, processes, techniques, clients (including the names of company's clients, past, present or prospective and the terms of any contract by company with its clients, including fees), employees, trade, secrets, products, services, properties, plans or projections of company or any of its

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affiliated clients or of any supplier, joint venture, co-branding partner or licensor/licensee of company. Any data or information that is not readily available to the public shall be considered by the employee to be confidential and therefore within the scope of this agreement unless company advises otherwise in writing.

- a) Except for the purpose of carrying out your duties and only with Client's authorization, You shall not communicate or disclose to any person (i) any information or material designated as confidential or proprietary by Client or that by its nature should be deemed to be confidential or proprietary or (ii) any information relating to the financial affairs or position of Client, any negotiations, agreements, contracts, or transactions of Client, any of Client's trade secrets, including secret processes, equipment, specifications, drawings, designs, formulae, software, customer agreements, and data, and whether trade secrets or not, save insofar as the same are common knowledge amongst persons carrying on business similar to that carried on by any such company.
- b) You acknowledge and agree that, in the course of this engagement, you may receive or have access to 'Information'. You shall comply with the terms and conditions set forth in this Agreement in its collection, receipt, transmission, storage, disposal, use and disclosure of such Information and be responsible for the unauthorized collection, receipt, transmission, access, storage, disposal, use and disclosure of 'Information' under its control or in its possession. You shall hold all Information in trust and confidence and avoid the disclosure or release thereof to any other person or entity by using the same degree of care as it uses to avoid unauthorized use, disclosure, or dissemination of its own confidential information of a similar nature, but not less than reasonable care; and You shall not use the 'Information' for any purpose whatsoever except as expressly contemplated under this Agreement.
- c) Our Client's information will not be transferred to any other third party, without the written permission from client, other than for the purposes of performing the project as agreed mutually.
- d) Our Client does and shall own all right, title and interest in and to the Work developed and to be developed by you for the Client, including all additions to, deletions from, alterations or revisions of the Work, and all drafts, notes, source and object code, concepts, ideas, suggestions, approaches related thereto or contained therein, and all other documentation and materials developed or furnished or to be developed or furnished by you, and each element and part thereof, the "Client Property".
- e) It is mutually discussed, understood and agreed that any breach of this condition may lead to business losses for our company and therefore would be subject to Clause no 9-A-11 of this offer letter.

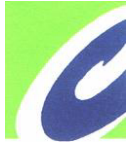
15) WAIVER

A Waiver by the company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No Waiver shall be valid unless in writing and signed by an authorized officer of the company. In the event you join our client or competition without first receiving this waiver, you hereby agree to the payment of a finder's fee to our company which will be paid immediately

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upon commencement upon the service to our client and will be liquidated damages in the amount of 25% of your total annual compensation in your new position.

16) INJUNCTIVE RELIEF:

In the event of any conduct by employee that company, in its sole opinion teams to be a violation or threatened violation of this agreement, company shall be entitled to in juncture or other equitable relief on the grounds that such conduct, if not restrained, would result in irreparable harm to company for which damages would not be an adequate remedy.

ANNEXURE – A

COMPONENTS	MONTHLY	ANNUAL
BASIC	17540	210480
DA	3985	47820
HRA	12915	154980
BONUS	583	6996
CONVEYANCE	1600	19200
EDUCATIONAL ALL	200	2400
MEDICAL ALL	1250	15000
SPECIAL ALL	4977	59724
GROSS	43050	516600
EPF	1950	23400
CTC	45000	540000

All expenses of personal nature during the term of the services rendered to our company either during the course of your deputation with the client or otherwise shall be solely borne by you.

You are advised to go through the contents of the each page of the Appointment Letter before signing and return the duplicate copy to us in token of your acceptance of the terms and conditions stipulated therein.

For Crown Solutions India Private Limited

 Authorized signatory

I agree to accept the employment on the terms and conditions mentioned in the above letter

Name:

Signature:

Tel #

Email#

PAN #

Passport #

Place:

Date:

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Appendix - A				
Concerns	Name of POC	Designation	E-mail ID	Phone Number
General HR	Preethi R	Trainee - PR	preethi.r@crownsolution.com	+91-44-40066045 -8939800393
Statutory	Parthiban	Sr.Executive - PR& Statutory Compliance	parthiban@crownsolution.com	+91-44-40066022; +91-8939800391
Escalation Matrix				
Level - I	Deivakani	Associate Manager - PR	deivakani@crownsolution.com	+91-44-60066037; 9884085871
Level - II	Kala Nair	AGM - RM	kalanair@crownsolution.com	
Level - III	Siva Kumar	AVP - RM	siva@crownsolution.com	

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