

OL No: AM1054**Date : 20 February 2023**Dear **Manjunath P,**

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to office on **24 February 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 24 February 2023Training Period : **24 February 2023 to 5 March 2023** - (Unpaid Training Period)On the Job Training Start Date: **6 March 2023**On the Job Training End Date: **5 September 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: INR **18000** Per MonthIncentives : INR **12000**Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **24 February 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



OL No: AM1053**Date : 20 February 2023**Dear **Nadeep D**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to office on **24 February 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 24 February 2023Training Period : **24 February 2023 to 5 March 2023** - (Unpaid Training Period)On the Job Training Start Date: **6 March 2023**On the Job Training End Date: **5 September 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: INR **18000** Per MonthIncentives : INR **12000**Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **24 February 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

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1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



OL No: AM1052**Date : 20 February 2023**Dear **Sanjana S**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to office on **24 February 2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 24 February 2023Training Period : **24 February 2023 to 5 March 2023** - (Unpaid Training Period)On the Job Training Start Date: **6 March 2023**On the Job Training End Date: **5 September 2023**

Your Location of Training is **Bangalore** and here is the breakdown of your stipend & incentives.

Stipend: INR **18000** Per MonthIncentives : INR **12000**Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **6 to 8.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **24 February 2023**.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)

ANNEXURE

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1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

DATE: _____

(Candidate's Signature)



From,
Kotak Life
Regional Office
Bangalore

To,
Greeshma C S

Dear Greeshma C S

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of June 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

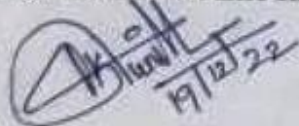
Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: Sunithkumar.murugan@kotak.com

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

Kotak Mahindra Life Insurance Company Limited
CRN: U66030MH2000PLC128503 | IRDAI Reg No : 107

Registered Office:

8th Floor,
Flat # C-12,
G-Block, BKC, Bandra (E),
Mumbai - 400 051

Corporate Office:

7th Floor, Kotak Infiniti, Bldg No. 21,
Infiniti Park, Off W. E. Highway,
Central AK Vaidya Marg, Malad (E),
Mumbai - 400 057, India

T +91 22 5605 7777

F +91 22 5725 6166

<https://www.kotaklife.com>

 **Hum hain... hamesha**

From,
Kotak Life
Regional Office
Bangalore

To,
Kasturi M Jyahnavi

Dear Kasturi M Jyahnavi

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of June 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

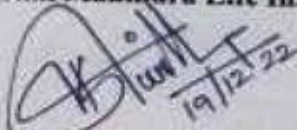
Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: Sunithkumar.murugan@kotak.com

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

From,
Kotak Life
Regional Office
Bangalore

To,
Mohan Kumar KV

Dear Mohan Kumar KV

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of June 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

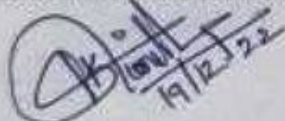
Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: **Sunithkumar.murugan@kotak.com**

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory

Kotak Life Insurance Offer Letter

Date: 19-Dec-2022

From,
Kotak Life
Regional Office
Bangalore

To,
Vijay K

Dear Vijay K

Congratulations on being selected as **Management Trainee** with Kotak Life through the Management Trainee program at **L3 Grade**. You will join the program in the month of June 2023.

It is an exciting time to join Kotak Life when we are strengthening our capabilities to increase customer focus, digitization as well as digitalization. The Management Trainees will hence play an integral role in this journey.

Kotak Life stands for *Hum Hain Hamesha*. We mean it when we say we care for our employees. Our focus is to provide you with long-term career opportunities within the organization and within the Kotak Group. We are proud to inform you that 4 of our Executive Committee leaders out of 7 had joined Kotak Group as Management Trainees. It is time for you to begin your leadership journey with us as a Management Trainee.

We look forward to your **#CareersforLife**.

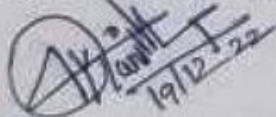
Your fixed compensation will be Rs. 3,50,000 per annum

Your offer and appointment letter will be shared with you upon your acceptance of this provisional offer.

Acceptance needs to be shared at the mentioned email id: **Sunithkumar.murugan@kotak.com**

Yours truly,

Kotak Mahindra Life Insurance Company Ltd.



Authorized Signatory



OL NO. VNTRSINT2299

22-August-2023

Dear **Rohan B G**,

Further to your recent interview, I am pleased to offer you the following employment as **Academic Counsellor** with Vintrus, with a commencement date of **06-October-2023**. Please report to the undersigned on **06-October-2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **06-October-2023 to 15-October-2023**

On the Job Training Start Date : **16-October-2023**

On the Job Training End Date : **15-February-2024**

COMPENSATION DURING PROBATION / INTERNSHIP: *(Subject to statutory and other deductions)*

Stipend : INR **15000** Per Month+ INR **10000** Per Month

Target : INR **150000** Per Month

We request you to send the copy of this letter to greetings@vintrus.com along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **06-October-2023**.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)





Working Hours : 9 Hours a day (*Inc. Lunch Break*).

Job Type : Full Time Training/Internship.

Location : Bangalore (*as communicated by HRD*).

POST PROBATION / INTERNSHIP PACKAGE: (*Based on Performance during Probation/Internship*)

Salary CTC Range : **CTC 3-5 LPA** + Performance based incentive

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : <ul style="list-style-type: none">• Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none">• Bank PassBook First Page• Bank Name,

Training Policy

◆ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.

◆ During the training period you will not receive any of the employee benefits that regular employees receive.





- ◆ The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- ◆ At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- ◆ You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- ◆ The original documents you provided will be returned back after completion of background verification.
- ◆ Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- ◆ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- ◆ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- ◆ You will observe all policies and practices governing the conduct of our business and employees.
- ◆ Official communication either within the company or outside the company should be through the company Email of your manager only.
- ◆ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

Aadhar Number : _____

PAN Number : _____

Beneficiary Name : _____

Bank Name: _____

IFSC code : _____

Account Number : _____





OL NO. VNTRSINT2298

22-August-2023

Dear **Sanjay K**,

Further to your recent interview, I am pleased to offer you the following employment as **Academic Counsellor** with Vintrus, with a commencement date of **06-October-2023**. Please report to the undersigned on **06-October-2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **06-October-2023 to 15-October-2023**

On the Job Training Start Date : **16-October-2023**

On the Job Training End Date : **15-February-2024**

COMPENSATION DURING PROBATION / INTERNSHIP: *(Subject to statutory and other deductions)*

Stipend : INR **15000** Per Month+ INR **10000** Per Month

Target : INR **150000** Per Month

We request you to send the copy of this letter to greetings@vintrus.com along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **06-October-2023**.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)





Working Hours : 9 Hours a day (*Inc. Lunch Break*).

Job Type : Full Time Training/Internship.

Location : Bangalore (*as communicated by HRD*).

POST PROBATION / INTERNSHIP PACKAGE: (*Based on Performance during Probation/Internship*)

Salary CTC Range : **CTC 3-5 LPA** + Performance based incentive

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1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : <ul style="list-style-type: none">• Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none">• Bank PassBook First Page• Bank Name,

Training Policy

◆ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.

◆ During the training period you will not receive any of the employee benefits that regular employees receive.





- ◆ The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- ◆ At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- ◆ You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- ◆ The original documents you provided will be returned back after completion of background verification.
- ◆ Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- ◆ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- ◆ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- ◆ You will observe all policies and practices governing the conduct of our business and employees.
- ◆ Official communication either within the company or outside the company should be through the company Email of your manager only.
- ◆ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: _____ DATE: _____

(Candidate's Signature)

Aadhar Number : _____

PAN Number : _____

Beneficiary Name : _____

Bank Name: _____

IFSC code : _____

Account Number : _____

