

PTPL / HR / APPLET / 08 – 19 / 10

Date: August 12, 2019

MR. KARTHIK M
S/O Muthuraju
67, 3rd Cross, Basaveshwara Nagar,
Borewell Road, Kanakapura,
Karnataka

Dear Karthik,

We are pleased to appoint you in our Organization as "TRAINEE ENGINEER" on the following terms and conditions. The appointment is subject to the terms mentioned in this letter and in other agreements / undertakings entered, including modifications thereof.

01. COMMENCEMENT / TERM

Your appointment with the Organization is with effect from **August 12, 2019**. Your Employee Code is PTPL0485.

02. SALARY & ALLOWANCES

The details of your Salary & Allowances and Cost to Company (CTC) are mentioned in ANNEXURE II Which is subject to modifications as per the terms of appointment. You are expected to keep your salary / CTC details strictly confidential and not to share the same with anyone.

03. BENEFITS

PF, ESI, Group Mediclaim Insurance and Gratuity benefits as per Company policy.

04. PROBATION, CONFIRMATION & APPOINTMENT

- 4.1 You will be on probation for the initial **three months** of your employment. Upon successful completion of your probation period, your services will stand confirmed automatically. In case of any extension in the probation you will be appropriately informed in writing. There shall be regular performance assessment during the probation period and your probation period may be extended at the end of your original or extended probationary period if your performance is not found satisfactory.
- 4.2 During or at the end of the original / extended probationary period(s), your services are liable for termination on either side without assigning any reason by giving **seven days'** notice in writing and /or salary in lieu thereof.
- 4.3 On confirmation, your services are liable to be terminated by giving **one month's** notice or **one month's** salary in lieu of any such notice and without assigning any reason by the Company. However, in case you decide to resign from the services of the Organization and you are performing a crucial job/ assignment / project, the Organization would within its prerogative may decide, not to relieve you, till the job/assignment / project is satisfactorily completed or till the completion of **two months'** notice whichever is earlier.

05. PERFORMANCE APPRAISALS & INCREMENTS



During your tenure with the Company your performance shall be assessed on continuous basis through formal / informal ways. Periodic formal Performance Appraisal shall be done as per the Company's policy. Increment shall be based on your performance and in no case shall be automatic and / or can be claimed as a matter of right and shall be solely at the discretion of the Company.

06. SERVICE RULES

You will be covered and governed by the service rules and regulations including policies, conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.

07. DUTIES / RESPONSIBILITIES

- 7.1 Your Roles & Responsibilities are expected to perform all the duties that are attached to your position and also any work that may be assigned by your superiors at their discretion from time to time.
- 7.2 You shall work faithfully and diligently to the best of your ability to safeguard the interests of the Company. You will maintain high standard of punctuality, loyalty, efficiency, integrity and secrecy.
- 7.3 You are required to perform as per the standards / targets set by the Company from time to time, which will be intimated to you.

08. DUTY HOURS

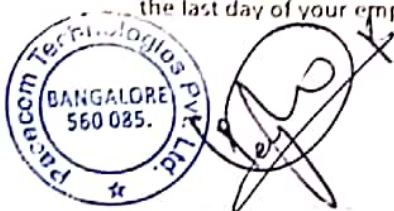
- 8.1 Your working hours will be as per the Company's requirement and the same may change from time to time. Company reserves the right to place you in any shift at its discretion.
- 8.2 You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies of work. In view of your position, it may be required to undertake such work and also undertake tours and travels as and when necessary.

09. NOTICE PERIOD & TERMINATION

- 9.1 If you desire to leave the Company, you are required to give a notice of two months or two months' gross salary in lieu thereof to the Company. However, in the event of your resignation, the Company at its sole discretion will have an option to accept the same and relieve you prior to completion of stipulated notice period of two months, without any pay in lieu of the same. No leaves that have not been availed will be adjusted in the notice period.
- 9.2 The Company reserves the right to impose on you any disciplinary action, including termination (without notice pay) considering the seriousness & occurrence of your delinquency, for example & not exhaustive, habitual absenteeism without approval, misbehavior, mischief, breach of trust, breach of confidentiality clause, etc., are treated as serious acts of misconduct. Your appointment is also liable for termination in case of your failure to meet the performance standards of the job assigned to you.

10. SECRECY/ CONFIDENTIALITY CLAUSE

- 10.1 All work executed during the period of employment right from the date of appointment with the Company till the last day of your employment with the Company is the sole property of the Company and you do not have



any right over it either during the employment or thereafter and such work is in the nature of work-for-hire developed for and on behalf of the Company and for its exclusive purposes and use.

- 10.2 You shall not at any point of time during the period of your employment with the Company or at any time after that, disclose to anyone or use for your own purposes or for or on behalf of any third party, any information, any form, knowledge, plans, text, secrets, processes, samples, sketches, blueprints, plans, source code, object code, design, customer / client lists, third party information rightfully held and disclosed by the Company or any information that by its very nature, is or could reasonably be perceived to be confidential, etc. that you learned of or had or gained access to as an employee of the Company (referred to as "Confidential Information"). In case of breach of discipline / trust, your services may be terminated by the Company.
- 10.3 During the period of the employment with the Company you shall not carry on any business, profession any other kind of employment. Your position with the Company calls for a full-time employment and you will devote yourself exclusively to the business of the Company.
- 10.4 The obligations of confidentiality and non-disclosure that you have undertaken as an employee of the Organization shall survive termination of your employment with the Company in perpetuity. At no point of time shall you disclose, to any third person, any Confidential Information. In the event that you seek and are employed by a Company or in a trade or involved in a business or with or for or on behalf of any organization by whatever name called (hereinafter referred to as "New Employer ") where the activities of such New Employer are or could said to be in competition with the Company, you shall be obliged not to use or disclose the Confidential Information to or for the purposes of the New Employer.
- 10.5 You shall be liable to pay the Company compensation or penalty for breach of your obligations, covenants and undertakings in this respect.

11. NON-COMPETE CLAUSE

You shall not directly or indirectly apply to any position at the Client places of the Company. You shall inform and obtain prior consent/permission from the Management of the Company before applying to that position.

Further, you shall not apply to any position/s or get into any kind of Business engagement with the Company's client places for a minimum period of 6 months from the date of your closure of this employment.

12. Medical Fitness

This appointment is subject to your being found medically fit. During the period of your service if you are found medically unfit for work, the management shall have the right to require you to get yourself examined by any medical authority specified by the Company and management at its discretion may terminate your services.

13. Transfer

You may be transferred from one Section / Department / Unit / Establishment / Cost Center / Location to another whether existing or to be set up in future, whether in India or abroad forming part of our Company / Associate Company / Group Company.



- 14.1 You will be entitled for leave as per the Company's leave policy.
- 14.2 You shall not commit any covert or overt acts of omission or commission to cause any damage, harm or destruction to any property of the Company and shall use all reasonable and prudent means to prevent any harm, damage or destruction of any of the property of the Company.
- 14.3 The Company will deduct Taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your Tax liabilities under all applicable Tax Laws and Regulations.
- 14.4 You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses / allowance as per Company policies, as may be in force from time to time.
- 14.5 You should immediately intimate any change in your residential address. Even when you are on leave, you should not leave the station without intimating the management and also give the correct address / contact details at which the management can get in touch with you in case of need.
- 14.6 Your appointment is being made on the basis of the particulars such as qualifications, experience, address etc. provided by you. In case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without notice or compensation thereof and you will also be held responsible for the losses / damages the Company has incurred in this regard.
- 14.7 Upon termination of your services, you shall handover charge to such person as may be nominated for that purposes by the Company and shall deliver to such person such papers, documents, source codes, object codes, any other relevant and important information and other property of the Company as may be in your possession, custody, control or power.
- 14.8 The normal age of your retirement shall be on your completion of 58 years. The date of retirement will be the last day of the month in which you will attain the age of 58 years. You have recorded and confirmed your date of birth as January 20, 1998.
- 14.9 You will abide by the instructions contained in the Company's HR Policy manual and various other instructions issued by the Company from time to time.

The above-mentioned terms of your appointment letter will not be considered to be changed / deemed to be changed unless they are communicated to you in writing duly signed by the authorized signatory. We welcome you into our Organization and look forward for a mutually fruitful association.

You are requested to sign and return the duplicate of this letter as a token of your acceptance of the terms and conditions of your employment as stated hereinabove.

For Pacecom Technologies Pvt. Ltd.



Authorized Signatory

I accept the above terms and conditions of employment.
Accepted: KARTHIK M

Signature:

Date:

ANNEXURE I

Name of the Employee: **KARTHIK M**
Employee Code: **PTPL0485**
Designation: **TRAINEE ENGINEER**

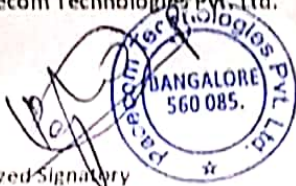
Job responsibilities: Your responsibilities include but not limited to the following:

- Turn data into information, information into insight and insight into business decisions
- Develop analysis and reporting capabilities
- Monitor performance and quality control plans to identify improvements
- Responsible for Data Analysis of Client Active Safety Products
- Look through the radar or vision data collected from client products and should mark the data as per requirement
- Work with management to prioritize business and information needs
- Locate and define new process improvement opportunities
- Strong analytical skills with the ability to collect, organize, analyse, and disseminate significant amounts of information with attention to detail and accuracy
- Adept at queries, report writing and presenting findings

Please Note: The roles and responsibilities are subject to change based on redeployment.

For Pacecom Technologies Pvt. Ltd.

Authorized Signatory



Accepted:

KARTHIK M

ANNEXURE II

Name of the Employee: KARTHIK M
Employee Code: PTPLO485
Designation: TRAINEE ENGINEER

Cost To Company details effective August 12, 2019

Components	Per Month (Rs.)	Components	Per Month (Rs.)
Basic + DA	8,775.00	Employer's PF	1,141.00
HRA	4,725.00	Gratuity	260.00
		Mediclaim Insurance	600.00
		Bonus Payable Monthly	584.00
Total Gross	13,500.00	Total Monthly CTC	16,085.00
		Annual CTC	1,93,020.00

Benefits such as Performance Incentive (PI) (not included in the above CTC) are as per the Company's Policy and provisions made.

All payments made on account of compensation are subject to prevailing Income Tax rules and Income Tax regulations in force from time to time.

For Pacecom Technologies Pvt. Ltd.

Authorized Signatory



Accepted:

KARTHIK M

PTPL / HR / APLET / 07 - 19 / 01

Date: July 26, 2019

MR. MANMOHAN RAJ K N
S/O Nagaraju K V
Maharajara Katte Road, Basaveshwara Nagar,
Kanakapura, Ramanagara (D),
Karnataka- 562117

Dear Manmohan,

We are pleased to appoint you in our Organization as "TRAINEE ENGINEER" on the following terms and conditions. The appointment is subject to the terms mentioned in this letter and in other agreements / undertakings entered, including modifications thereof.

01. COMMENCEMENT / TERM

Your appointment with the Organization is with effect from July 26, 2019. Your Employee Code is PTPL0473.

02. SALARY & ALLOWANCES

The details of your Salary & Allowances and Cost to Company (CTC) are mentioned in ANNEXURE II Which is subject to modifications as per the terms of appointment. You are expected to keep your salary / CTC details strictly confidential and not to share the same with anyone.

03. BENEFITS

PF, ESI, Group Mediclaim Insurance and Gratuity benefits as per Company policy.

04. PROBATION, CONFIRMATION & APPOINTMENT

4.1 You will be on probation for the initial three months of your employment. Upon successful completion of your probation period, your services will stand confirmed automatically. In case of any extension in the probation you will be appropriately informed in writing. There shall be regular performance assessment during the probation period and your probation period may be extended at the end of your original or extended probationary period if your performance is not found satisfactory.

4.2 During or at the end of the original / extended probationary period(s), your services are liable for termination on either side without assigning any reason by giving seven days' notice in writing and /or salary in lieu thereof.

4.3 On confirmation, your services are liable to be terminated by giving one month's notice or one month's salary in lieu of any such notice and without assigning any reason by the Company. However, in case you decide to resign from the services of the Organization and you are performing a crucial job/ assignment / project, the Organization would within its prerogative may decide, not to relieve you, till the job/assignment / project is satisfactorily completed or till the completion of two months' notice whichever is earlier.

05. PERFORMANCE APPRAISALS & INCREMENTS



Fwd: Offer_Letter

Inbox



Sandhya Bs <bssandhyasripal@gmail.com>

Jan 25, 2020, 9:44
AM (4 days ago)

to me

----- Forwarded message -----

From: **Siddeshwar** <siddeshwar@satyaki.co.in>

Date: Sat, Jan 11, 2020, 6:19 PM

Subject: Offer_Letter

To: <bssandhyasripal@gmail.com>

Cc: <anand@satyaki.co.in>, <krishna@satyaki.co.in>

Dear Sandhya,
Congratulations!

We are pleased to offer you the position of **Project Engineer** at **Satyaki solutions Pvt Ltd.**

Your joining date would be on **3rd FEB 2020.**

You are required to furnish the following documents at the time of joining :

ID Proofs

PAN Card

ADHAR Card

PASS Port

2 Photos

Educational marks cards

Photo copy of all documents along with originals mandatory for verification

For any questions, feel free to reach out to me via email or by calling us.

Please revert to same mail with acknowledgement and acceptance of offer.

Looking forward to having you work with our team!

Thanks and Regards,

Siddeshwar S Tadapalli,

Satyaki Solutions Pvt Ltd.

+91 8050311349

Appointment Letter

To,

Date: 21/06/2019

Mr. Shivaswamy M S,
S/o Shivaraju M S, Malligemettu,
Kanakapura, Karnataka-562121.

Dear Mr. Shivaswamy M S,

Welcome to Pyome Infra Solutions. With reference to your application for the post of **Junior Engineer** and subsequent test and interview, we are pleased to appoint you in our Organization on the following terms and conditions:

Designation

Junior Engineer

Date of Appointment

21/06/2019

Site of Deployment

During the period of this engagement you will be deployed at **M/s Continental Automotive Components (India) Pvt. Ltd.**, Gold Hill Supreme, Shanthipura road, Electronic city, Industrial Area, Bangalore-560100., India But you may be required to relocate to another location in future depending upon prevailing requirement.

Probation Period

Your engagement with Pyome infra solutions is full-time and this offer is made on the understanding that the employment will be a whole time one and that you will not undertake any other work without our specific permission in writing. The probation period will be for one Year. However, after the said period, it can be extended at the discretion of the company for a further period.

Statutory Compliance

Pyome Infra solutions practices full statutory compliances. Thus, to meet its objective you are required to be member of the Employees Provident Fund Scheme & ESI and be bound by its rules and be entitled to its benefits



Pyome Infra Solutions Pvt Ltd

No.08, 1st Floor, "Sai Prabhu" Building, Sirur Park, "Opp. Malleshwaram Mantri Mall", Sheshadripuram, Bengaluru - 560 020
M: +91 98451 22399 - P: +91 080 4233 2399 - E: info@pyome.com - W: www.pyome.com

INTEGRATED FACILITY MANAGEMENT & PROPERTY MANAGEMENT SERVICES
Certified by ISO 9001:2015 | 14001:2015 | 18001: 2007

Mr. Vamsi Krishna Ramineni

20/07/2019

Bangalore

LETTER OF OFFER

Dear Vamsi,

Congratulations!!

We are pleased to offer you an Employment with **Innovative Retail Concepts Pvt. Ltd.**, based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

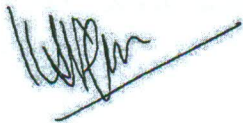
1. You will be designated as "**Customer Satisfaction - Executive**" and will be based at our **Bangalore** location.
2. Your date of joining will be on or before **24th July, 2019**.
3. You will be entitled to receive annual compensation of (CTC) **Rs. 2,73,600 PA** (Breakup as per Annexure A)
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. Please bring along the below listed documents / details on your day of joining.

- a) **Two copies of Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C)**
- b) **Copy of Academic Certificates (all from 10th to Highest- Originals for reference)**
- c) **Copy of Resignation Letter with acknowledgement (Original for reference)**
- d) **Copy of Relieving letter from previous employer (Original for reference)**
- e) **Proof of compensation last drawn (3 Months -Original)**
- f) **Four passport size photographs (Recent)**
- g) **Two copies of PAN card (Mandatory)**
- h) **Two copies of Address Proof**
- i) **One copy of the offer letter.**
- j) **Fitness Certificate from a recognized medical practioner.**

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Innovative Retail Concepts Pvt. Ltd.,



Chief Executive Officer

K B Nagaraju

7-Aug-2019

LETTER OF APPOINTMENT

To,
MS. Varshitha S C
D/o Chandre Gowda, no1/4, 16th
cross Sambrudhi Nilaya
Konankunte Bangalore-52

Aadhar No. 845982779684

Dear MS. Varshitha S C

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you as Data Analyst Trainee with effect from 07 August 2019

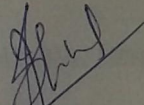
Details regarding salary and other allowances are indicated in the Terms and Conditions of employment.

We hope to provide you a challenging and rewarding career ensuring a high level of job satisfaction and career growth. Kindly sign the duplicate copy of the Terms and conditions of employment as an acceptance of our offer.

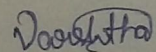
We look forward for your valued contribution to the growth of this company.

With regards,

FOR YUKTHI DATASOFT PVT. LTD.



DIRECTOR
SHRIKANT JAWALKAR



THERMAX LIMITED THERMAX HOUSE, 14 MUMBAI PUNE ROAD, WAKDEW,
PUNE 411 003, INDIA ☐ TEL.: (020) 66051200, 25542122 ☐ FAX : (020) 25541226
Website : www.thermaxglobal.com ☐ IT PAN - AAAC 3910D
Customer Care : 18002090115 (India Toll Free)

Human Resources Division



Date: 26th July 2019

LETTER OF ENGAGEMENT

Ms Agnes Priya D'souza,
445, 9th Block
Sir MV Layout
Mallathalli Bangalore

Dear Priya,

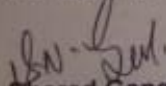
This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you **Apprenticeship** (under Apprenticeship Act, 1961) in our organization with effect from **26th July 2019** for a period of one year on the following terms and conditions:

1. During the apprentice period you will be paid a stipend of **Rs.18000/-p.m.** (Rupees Eighteen Thousand only) inclusive accommodation allowance of Rs.3000/- p.m. This offer is subject to your being found medically fit.
2. You will be covered under Apprentices Act, 1961 and all the terms and conditions will be applicable to you as prescribed under the Act.
3. While you are with us, you will undertake to abide by all the rules, regulations and protocol of the company.
4. You will be entitled to 21 days of leave which should be availed only after approval from your supervisor.
5. In the event of your leaving us or the company terminating you before completion of your training period, it will be governed by the provisions of Apprentice Act, 1961.
6. During your apprenticeship you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration, (part time or otherwise), or work on advisory capacity or be interested directly or indirectly in any other trade or business, during your apprenticeship with the Company, without written permission from the Company.

7. Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses.
8. You will not at any time, without the consent of the Company disclose or divulge or make public except under legal obligations, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in course of your service or apprenticeship.
9. You shall at all times maintain absolute secrecy and confidentiality about the matter relating to the company and undertake not to disclose any such information or part with any document including but not limited to drawing, design, know-how / propriety information / intellectual property rights of the company to any third party.
10. On completion of your apprenticeship, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effects or records, IT assets, ID Card etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
11. The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's Apprentice's and are subject to amendments and adjustments from time to time.
12. On successful completion of your Apprenticeship you will be given a certificate as per the provisions of the Apprentice Act, 1961.
- Kindly communicate your acceptance by signing the duplicate copy and returning it to us.

Yours sincerely

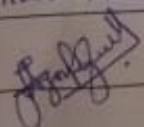
For Thermax Limited


Sharad Gangal

Executive Vice President - HR, IR & Admin.

I accept the terms and conditions mentioned above.

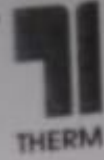
Name: AGNES PRIYA D'ADDA

Signature: 

Date: 08/07/2019

THERMAX LIMITED THERMAX HOUSE, 14 MUMBAI PUNE ROAD, WAKDEWA
PUNE 411 003 INDIA ☐ TEL. (020) 66051200, 25542122 ☐ FAX (020) 255411
Website: www.thermaxglobal.com ☐ I PAN: AAAC13910D
Customer Care: 18002090115 (India Toll Free)

Human Resources Division



Date: 11/04/2014

To:

Agnes Louisa Inman
27, 4th floor
1st Mile Road, Malad East
Mumbai - 400 063

Dear Agnes Louisa Inman,

Congratulations on being selected at Thermax as part of our Graduate Apprentice Program 2013-14.

You will be covered under the Apprentice Act and would be engaged with Thermax Ltd for a period of one year only.

In the due course of time, you will receive a communication from our end, guiding you on the next steps of joining us.

We look forward to having you on board!

Yours sincerely,

For THERMAX LIMITED

A handwritten signature in dark ink, appearing to read 'S. S. ...', written over a faint, illegible stamp or watermark.

Authorized Signatory
Human Resources

18-19

NTT DATA Global Delivery Services Private Limited

 18 & 18/1, South End Road
 Basavanagudi, Bangalore 560 004 India
 Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

27-Nov-2018
Amruthavarshini BV
Kammavari Sangham School Of Engineering and Management (KSSEM)

Dear Amruthavarshini BV,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Software Development Senior Associate with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company.

On your start date, please bring the documents as per Annexure A. During the training you will be given a stipend of Rs. 12,000 per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Java SE 8 Programmer I certification from Oracle (Exam code 1Z0-808)

On successful completion of your training, you will be appointed as a Software Development Senior Associate in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs 300,000 during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka.

This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for *Memimela Sarker*
B B SRINIVASULU

VICE PRESIDENT- TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 27-Nov-2018 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
 (Amruthavarshini BV)

Date: _____

CONFIDENTIAL



Name: Blaseth Kumar Goyal
Address: C/O. VIVEK BANSAL
Palika Road, GGS
Janakpuri, New Delhi

Ref No: RM/19/21
Date: 28/06/2019

OFFER OF EMPLOYMENT

Dear Blaseth Kumar Goyal
With reference to your subsequent interview with us, we are pleased to offer you employment with Radical Minds Technologies Pvt. Ltd for the position of Business Support

Your cost to company (CTC) would be INR 16,00,000/-, which includes the statutory benefits payable by the company. The breakup of salary would be provided to you on your joining.

A deduction of INR 7500.00/- towards the part cost of training would be effected in case of resignation, getting terminated or you are asked to leave within 2 months of joining due to non-performance, disciplinary or unsuccessful completion of training.

You are requested to join duty by 28/06/2019 and report to HR Department at 8:45:00 AM for your induction. You are requested to bring the following mandatory documents at the time of joining:

- a) Relieving or experience letter from previous employer
- b) Copy of Offer and Appointment letters from your previous employers.
- c) Last three months of salary slip & copy of salary certificate Form 16 Form 12B
- d) Photocopy of your educational and professional certificates
- e) Four latest passport size colored photographs
- f) Copy of your passport & PAN card
- g) Copy of address proof i.e. Driving License, Voter Id Card, Ration Card, Rent Agreement, Telephone/Electricity Bill and Bank Account Statements

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training. Post completion of process and product training, client would take the certification in the form of written test/moot viva. As a Radical Minds policy, it is mandatory for each employee to clear the certification working in that particular process. Irrespective of his or her designation (Agent/Team Manager/Trainer/QA, etc.), Under any circumstances if the person will not be able to clear the certification, shall be referred to HR.

We welcome you to the Radical Minds family & wish you all success.

Signature of Authorized Signatory

Radical Minds Technologies Pvt. Ltd.

Ref ID: PFSDS/B001/684/16032019

Date: 16 March, 2019

Dear Bharath kumar,

Offer Letter – PathFront Software Development Specialist

I am delighted to inform you that the Admission committee has admitted you to **PathFront Software Development Specialist Program**. Please accept our personal Congratulation. Based on your application information and on your performance in all the stages of our selection process, you will be on-boarded to PathFront Partner Corporation as **Software Development Specialist** Post training.

Role	Software Development Specialist
Salary Range	Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum)
Job Location	Anywhere in India
Batch Number	PFSDS/B001
Pre-Requisite for the job	Successful Completion of 60 working days Fulltime Technical Training @ PathFront, Bangalore

Your pre-requisite training for the job will be conducted by PathFront on client's behalf. Information related to the training and cost are outlined in **Terms of Admission**, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board.

Encl.:

1. On Boarding Process note
2. Acceptance Note
3. Frequently Asked Questions