

No: 00000038/A31/7070

Date: 18.10.2021

a Thakur  
lewargi Road  
arga  
urgi - 585102  
ataka

**Pooja Thakur,**

re pleased to offer you a position as "Associate Manager - Talent Acquisition, Human Resources" AXA Business Services Pvt. Ltd (the "Company"). You will be required to report for work on or before November, 2021 up to which date this offer is valid. Your total employment Cost to Company will be **1000000.00/- per annum**, effective from your date of joining the Company.

on performance, you will be eligible for annual incentives as per the Company norms. You are ed to submit a copy of the relieving letter from your previous Organization (if any) mentioning the of separation on your date of joining. Your employment with the company and continuance thereof ject to your successful reference check & medical fitness, which will be conducted at a future date, dering the current lockdown situation due to COVID-19 crisis. This will be informed separately and ill be expected to complete the same within specified time lines communicated to you. In case you meet any of the above, this offer will be deemed as cancelled.

ill be governed by all the rules and regulations of the company in force and as applicable from time e.

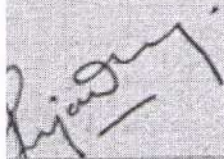
will be entitled to an annual increment in **January 2023**".

r company policies in case your work entitles you to travel on-site you are required to sign an taking for one year.

e signify your assent by signing the copy of this offer letter.

ng you a great career and growth options with AXA Business Services. Yours  
y,

AXA Business Services Pvt. Ltd.



**PRINCIPAL**  
**Godutai Doddappa Appa**  
Arts & Commerce College, KALABURAGI





31-Aug-2021

Dear Anusha,

Vimeo Technologies Pvt. Ltd. is pleased to make you an offer for the role of Junior Recruiter. The detail of the salary is mentioned in attached Annexure. Your expected start date should be no later than 6<sup>th</sup> Sep 2021, however the earlier the better.

Terms:

- Reviews will be based on performance every 12 months.
- In addition to the above, you will be entitled to RSUs as per the Company's YourChoice RSU Program
- You will be subject to a 3-month probation period
- Your notice period will be 2 months.
- Working hours are 40 hours a week. However, the company might require you to work extended hours.
- You will be entitled to 15 days per year of paid vacation in addition to the Indian public holidays.
- This offer is valid till the 31-Aug-2021 and failing to sign the offer within this time would make the offer void.

We hope that you will agree to the above terms and join the Vimeo team.

Best Regards,

Uma Avantsa

Uma Avantsa (Aug 31, 2021 08:39 GMT+5.5)

Uma Avantsa  
VP, India Operations

Received and Accepted

Anusha

Anusha (Aug 31, 2021 17:47 GMT+5.5)

Anusha M Annigeri

  
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Sl. No.	Components	Amount	
		Monthly (Rs.)	Annually (Rs.)
1	Basic Salary	15,461	1,85,534
2	House Rent Allowance	6,184	74,214
3	Education Allowance	200	2,400
4	LTA	2,500	30,000
5	Food Coupons	2,500	30,000
6	Telephone Reimbursement	2,000	24,000
7	Fuel Reimbursement	-	-
8	Special Allowance	9,807	1,17,687
	<b>Other Benefits:</b>		
1	Provident Fund		22,264
2	Group Medical Insurance		5,000
3	Gratuity		8,906
	<b>Total CTC</b>	<b>38,653</b>	<b>5,00,005</b>

Uma Avantsa  
Uma Avantsa (Aug 31, 2021 08:39 GMT+5.5)

Anusha  
Anusha (Aug 31, 2021 17:47 GMT+5.5)

  
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**Godutai Doddappa Appa**  
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14 December 2017

Ms. Ashwini

No 151, 18th Main, Opp Canara Bank, Near Swadhista Aahara, BTM 2nd Stage Bangalore-76.

Dear Ashwini,

Further to our discussions, we are extremely pleased to offer you the position of **Operations Specialist** with TEKsystems India, a division of Allegis Services (India) Pvt. Ltd. Your employment will commence on **27-Dec-2017** or such other date as may be mutually agreed.

Your employment will be subject to terms and conditions as attached. This document will be the official appointment letter on acceptance.

Position Title: Operations Specialist		
Work Location: Wells Fargo India Solutions Pvt Ltd, Bangalore		
Salary Break-up	Rs (per annum)	Rs (per month)
1. Base Salary	116976	9748
2. HRA	34070	2839
3. Conveyance Allowance	19200	1600
4. Statutory Bonus	23395	1950
<b>Gross Salary (A)*</b>	<b>193641</b>	<b>16137</b>
* Amount subject to deductions (PF, PT & IT) as per applicable laws		
Employee Benefits	Rs (per annum)	Rs (per month)
Provident Fund - Employer Contribution	14037	1170
ESI- Employer Contribution	9198	767
<b>Total Value of Benefits (B)</b>	<b>23235</b>	<b>1936</b>
<b>Total Annual Compensation (A+B)</b>	<b>216876</b>	<b>18073</b>
Other Benefits	Rs (per annum)	Coverage
Personal Accident Insurance(Only for Self)	500	300000
Gratuity (Applicable as per gratuity Act)	5624	
<b>Total Value of Benefits (C)</b>	<b>6124</b>	
** All non-monetary benefits are subject to Satisfy the payment of bonus act and Company norms in terms of insurance		
<b>Total Annual cost to company (A+B+C)</b>	<b>223000</b>	

We extend a very warm welcome into the Allegis family, and look forward to a long and mutually rewarding association.

Wishing you all the best,

Manager HR Operations

Accepted

Employee Signature

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SHUBHA HUMAN CAPITAL SERVICES PVT. LTD.



Date: - 03/05/2021

To,

Ms. Chaitra Patil

Sub: - Offer letter

Dear Chaitra,

With reference to your application and subsequent interview, we are pleased to offer you the position of **"Analyst-Invoice Management"** in our organization. Your compensation would be **INR 29,017/- per month** including employer's PF contribution and variables. Variables are subject to performance.

You are requested to confirm your date of joining. Formal letter of appointment will be issued after joining.

We look forward to your joining us and grow with us.

Thanking you,

For SHCSPL

Authorized Signatory

Date: 03/05/2021

Accepted and Agreed,

Signature:

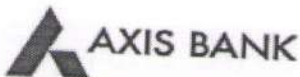
Name:

PRINCIPAL

Godutai Boddappa Appa

A/8, Fountain Head Apts., Sr. No. 15/2. Opp. Sangam Press. Kothrud, Pune - 411038

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AXISB/HR/REC/111589/South/SC009\_16:Bangalore Circle \_300000004606638  
20-Oct-2021

Ms. Sushma  
BHAIRAMADGI, KALABURAGI, Karnataka, India 5852  
65  
8546864489

### LETTER OF APPOINTMENT

Dear Sushma,

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven growth. We take pleasure in offering you the position of **Assistant Manager in WBP**.

The said offer shall be governed by the under mentioned terms and conditions apart from other policies and conditions that are applicable or may become applicable from time to time.

#### Terms of Employment

##### 1. Compensation

1.1 The annual fixed compensation payable to you will be **INR 2,77,032.00**, subject to tax deductions at source, as applicable by law. A detailed break up of this amount and other benefits is provided as an Annexure to this letter.

1.2 It is clarified that Axis Bank reserves the right to deduct all permissible taxes as per applicable laws from your compensation. Further, you hereby authorize Axis Bank to deduct any amounts from your compensation, which are owed by you to the Bank, including any overpayments, loans or advances outstanding at your end.

##### 2. Code of Conduct & Ethics

2.1 As an employee of the Bank, you will be guided by the Code of Conduct & Ethics and rules and regulations of the Bank in force and as amended from time to time.

2.2 If any declaration, statement or information including your qualification, experience and/or any other details, as given by you at any time, is found to be false or untrue, if any material information is suppressed or if it comes to the notice of the Bank that you had been, prior to joining the Bank's services, convicted of any act involving moral turpitude and/or criminal in nature, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during or even after completion of the probation period. However, this does not preclude the Bank from initiating such disciplinary measures, as the Bank shall deem fit and any penalty may be imposed upon you in terms of the applicable company policies.

2.3 You shall undertake to read and remain in compliance with the Bank's internal policies and procedures (as implemented from time to time) throughout the term of your employment.

##### 3. Whole-time / Alternative Employment

3.1 Your position is a whole time employment with the Bank and you shall not take any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly except as shareholder or debenture holder in other trade or business during the employment with the Bank. You shall not be involved directly or indirectly with any business / trade / occupation / service / calling or perform any part-time or other work for remuneration or otherwise without obtaining prior written permission from Axis Bank.

3.2 During the employment in the services of the Bank, you shall not hold any other position in any organization nor shall you get employed directly or indirectly in any manner whatsoever nor shall act as an advisor to any organization, the exception being social organizations like clubs, NGOs etc. having no

  
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KPMG Global Services Private Limited  
RMZ Ecoworld  
2nd Floor, Campus 7  
Devarabeesanahalli, Outer Ring Road  
Bangalore 560 103 Karnataka India

Telephone +91 80 8132 8100  
Internet www.in.kpmg.com/in  
Email india@kpmg.com

07-Jan-2020

**aishwarya bandi**

146, 2nd cross, bembel layout, 7th stage, mylarandra village, global village bank gate,, bangalore  
bangalore  
(Karnataka) - 560066

Dear aishwarya,

On behalf of KPMG Global Services Private Limited (the 'Company'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MS-Rubicon** team.

You shall report initially to **Swanjan Sethu** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from **13-Jan-2020** and end on **13-Jul-2020**. In the event you fail to join latest by **13-Jan-2020**, this employment agreement ('Agreement') shall stand terminated.

The terms and conditions of your employment with the Company shall be as follows:

#### A. Compensation

##### 1. Basic Salary.

Your basic salary shall be **Rs.130000/- (One Lakh Thirty Thousand Rupees)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

##### 2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs.130000/- (One Lakh Thirty Thousand Rupees)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

#### B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

##### 1. Leave

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KPMG Global Services Private Limited, an Indian private limited company and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International") a Swiss entity.

CIN U74140HR010010041413

Registered Office:  
Building No. 10,  
5th Floor, Tower C,  
DLF Cyber City Phase - II,  
Gurgaon - 122 002, India





Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20206306849/Pune/BPS/BTN  
Date: 20/03/2021

**Ms. Vrunda Vasudev Kulkarni**

11-366/21a Govinda Nilaya New Raghavendra Colony More Complex Kalburgi  
New Raghavendra Colony  
Venkatesh Temple  
Kalburgi-585103  
Karnataka  
Tel# 91-9538359223

Dear Ms. Vrunda Vasudev Kulkarni,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a **stipend of Rs. 11,250/- per month**. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

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**Private and Confidential**  
**TCSL/DT20206306849**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057  
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com  
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited.

**K Ganesan**  
Global Head Talent Acquisition & AIP



[Click Here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance

Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

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**G. G. Duttai**  
Arts & Commerce Degree College for Women  
KALABURAGI-585103

Private and Confidential  
TCSL/DT20206306849

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Sahyadri Park, Plot No. 23, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057  
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: <http://www.tcs.com>  
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781



Ref: MMFSL/20/12/2021/Req ID/74394

Date: 20/12/2021

Ms. Pragnya G Tengli

D/O Gururaj Tengli, 10-844b, Upper Lane, Deshmukh Wada, Gulbarga, 44719  
India - 585103

Dear Ms. G Tengli,

**SUB: Offer Letter**

We refer to your application and subsequent interviews for the **Associate - ACCOUNTS** position in our Company. Further to the interview, we are pleased to offer you employment as an "Associate - ACCOUNTS" in Grade L10-B at our **GULBARGA CV Office** location.

You will be on Probation for a period of SIX months. During this period you will be entitled to the following:

1. During the probation period you shall be entitled for leave as per leave policy of the company.
2. You will be placed at our **GULBARGA CV Office** and report to the concerned Manager.
3. The Management shall have the right to transfer your service and you will have to work as per the instructions / directions of the Management of the company in any of its divisions / branches / offices / group companies situated in India.

During this period, you will be entitled to the following:


Components	Amount (in INR)
Basic	52,800
HRA	26,400
Personal Allowance	1,17,790
Annual Gross	1,96,990
Annual Benefits	
Provident Fund	20,471
Gratuity	2,540
Gross Fixed Annual CTC	2,20,000

\*\* Allowance as per policies currently in force and subject to change based on individual and company's performance

\*\*\* ESIC would be deducted as per applicable statutory laws

Regd. office: Gateway Building, Apollo Bunder, Mumbai 400 001 India  
Tel: +91 22 2289 5500 | Fax: +91 22 2287 5485 | www.mahindrafinance.com  
CIN: L65921MH1991PLC059642  
Email : investorhelpline\_mmfsi@mahindra.com

Mahindra FINANCE

  
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# Mahindra FINANCE

In addition to these:

1. Cover of personal accident insurance against death and disablement resulting from, subject to satisfactory compliance of rules of insurance company in this regard, is applicable as per existing policy. This will be effective from the date of payment of premium against this policy.
2. The Employee will be covered under Group Mediclaim as per existing policy.

A detailed appointment letter will be issued to you after your joining the Company.

We would appreciate if you can kindly join us on or before 12/22/2021 .

Please sign the duplicate copy of this letter as token of acceptance of the above offer.

The above offer of appointment is subject to submission & verification of following documents:

v Copies of your testimonials.

v Reference letters – 2 Nos

v Reference Check

v Passport Size Photographs – 3 Nos

v Relieving letter from Previous / last Employer.

v Medical Fitness Certificate

v Date of Birth Certificate

v Salary Certificate

v Address Proof

Wishing you Best of Luck!!!

FOR MAHINDRA & MAHINDRA FINANCIAL SERVICES LTD

Mr. Vinod Nair - Head Human Resources

AUTHORISED SIGNATORY

CIN: L65921MH1991PLC059642

Email: investorhelpline\_mmfsl@mahindra.com

  
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**Dear Usha Sanjay Ubales,****Date: February 14, 2022**

We are pleased to offer you a position of **Customer Service Officer**, at **L0 Level** as per the following terms and conditions.

- 1. Place of Posting: Gulbarga.** Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to **Customer Service, Sales Coordination, Collections-Support and Operations** for the company.
- 2. Working hours:** Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks.
- 3. Probation:** You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

**4. Compensation Package:**

**4.1. Salary:** As per the structure mentioned below:

Particulars (p.a.)	Amt (Rs.)
Basic Salary	Rs. 180,000
House Rent Allowance	Rs. 10,000
Leave & Travel Allowance	Rs.
Flexible Allowance	Rs. 9,000
Other Allowances	Rs. 59,400
Provident Fund	Rs. 21,600
<b>Gross Salary</b>	<b>Rs. 280,000</b>
Incentives	Rs. 40,000
<b>CTC *</b>	<b>Rs. 320,000</b>

\*Insurance is a company paid benefit which is over and above your CTC

**4.2. Allowances:**


**4.2.1.** The Flexible Allowance can be availed either through salary or in the form of reimbursement of food , fuel , communication through Sodexo multi benefit card (At present this is **Rs. 9,000 p.a.**)

**4.2.2.** Official travel will be reimbursed subject to the policies of the company governing the same.

**4.3. Other Benefits:**

**4.3.1.** You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

**4.3.2.** You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Customer Service Officer are pegged at **Rs. 40,000 /- p.a.**)

  
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4.3.3. You will be covered under the group medical and accident insurance policies of the company

**5. General:**

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

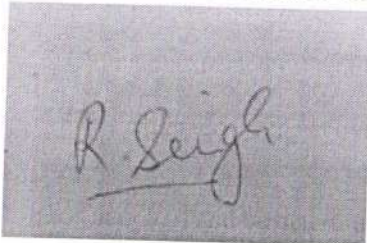
5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. **Notice Period:** Either party shall be entitled to terminate the said employment by giving **2 Months** notice or in-lieu of such notice, a sum equal to the gross salary (excluding Employer's Provident Fund) for the notice period.

7. Your **Date of Joining** shall be **April 1, 2022.**

8. **Acceptance:** Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

**For Home First Finance Company India Ltd.**




**(Authorised Signatory)**

I have read the contents of the above offer and accept the same. I will join on \_\_\_\_\_.

Date: \_\_\_\_\_

(Signature):



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**Godutai Doddappa Appa**  
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