

INSTITUTE OF TECHNOLOGY AND SCIENCE

(NAAC Accredited 'A' Grade Institute & An ISO 9001: 2015 Certified Institute)

Mohan Nagar, Ghaziabad - 201007 (U.P.)

Phone: 0120-2811000, 2811111-12, Mob.: 8447744041 / 42

E-mail: itsmn@its.edu.in Website: www.its.edu.in

Sample Placement Offer Letters

YEAR 2018-19						
SI. No	Year	Name of student placed and contact details	Contact no	Program graduated from	Name of the employer with contact details	Pay package at Appointment
1	2019	AAKASH PANCHAL	9899223947	MBA	XL CATLIN	4.5
2	2019	ADITYA PANDEY	7705034063	MBA	Axis Bank	3.4
3	2019	AJEET KUMAR HIMANSHU	9661224019	MBA	Ultratech	3.25
4	2019	AKASH GIRI	8383817485	MBA	KOTAK LIFE	3.5
5	2019	AKASH KUMAR SHARMA	9560275274	MBA	INDUSIND BANK	4
6	2019	AKSHAY SHARMA	8979892606	MBA	Vidyamandir Classes	3.8
7	2019	AMAR PRATAP SINGH	9792937480	MBA	Easy Day	3.4
8	2019	ANKIT BHARTI	8802014528	MBA	Xoriant	2.7
9	2019	ANUBHAV PANDEY	9560327384	MBA	CHUMBAK	3.4
10	2019	APURVA	8899028304	MBA	TOPS	3

YEAR 2018-19						
Sl. No	Year	Name of student placed and contact details	Contact no	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	2019	AKASH AGGARWAL	9650558542	MCA	Spatial Geotech Pvt. Ltd.	1.44
2	2019	AMIT KASHYAP	8826621563	MCA	Erasmith Techologies Pvt. Ltd.	3.15
3	2019	AMIT PRATAP SINGH	8882870807	MCA	Ericssion	2.31
4	2019	ANIL KR. YADAV	7355613231	MCA	Spatial Geotech Pvt. Ltd.	1.44
-5	2019	ANKIT SHARMA	7017770318	MCA	Eazy ERP Technologies Pvt. Ltd.	1.2

YEAR 2018-19						
Sl. No	Year	Name of student placed and contact details	Contact no	Program graduated from	Name of the employer with contact details	Pay package at Appointment
1	2019	AAKRITI RASTOGI	9871308825	PGDM	- THE BOUTIQUE CLUB	3.5
2	2019	ABHIJEET GIRI	8709617989	PGDM	CERA	4
3	2019	ABHINAV BHARDWAJ	9953244310	PGDM	NIIT	4
4	2019	ABHISHEK CHANDRA DWIVEDI	9721582499	PGDM	VIDYAMANDIR CLASSES	5
5	2019	ACHYUT AGARWAL	7275991829	PGDM	CAFÉ COFFEE DAY	8.5
6	2019	ADITYA PANDEY	9450989619	PGDM	THE BOUTIQUE CLUB	3.5
7	2019	AHMAD RAZA	9572712330	PGDM	ULTRATECH	3.5
8	2019	AHAMAD RAZA ARFIN	9026775225	PGDM	VIDYAMANDIR CLASSES	5
9	2019	AKANSHA MISHRA	9818340946	PGDM	THE BOUTIQUE CLUB .	3.5
10	2019	AKASH TYAGI	7503509336	PGDM	BERGER PAINTS	5.37

Prof. (Dr.) V.N. Bajpai

Director Institute of Technology & Science Mohan Nagar, Ghaziabad (U.P.)-201007



02-05-2019

Mr. Aakash Panchal

Sub.: Employment Offer Letter

Dear Mr. Aakash,

In pursuance of your application followed by your interview, we are pleased to offer you the position of Executive with our client XL India Business Services Private Limited at Gurgaon on the mutually agreed terms and conditions. You are requested to join the services of XL India Business Services Private Limited on 11th June'19 at Gurgaon:

The annual CTC shall be 302232/- The Salary structure is attached herewith as Annexure-A.

Please bring the following documents on the day of joining:

- Educational Certificates Original and Photocopies
- Experience Certificate, if applicable
- Salary slips of last three months, if applicable
- Signed copy of updated Resume
- Resignation acceptance letter from previous employer, if applicable
- Cancelled cheque of savings bank account (in case employee wants to retain the existing A/c)
- 4 Passport size photographs
- Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
- Copy of PAN Card and original for verification Mandatory
- Copy of Aadhar Card and original for verification Mandatory

This letter of offer is issued to you on the presumption that the particulars furnished by you in your application are correct.

Please reply with your acceptance of the offer within 48 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 48 hours.

In case of any queries, feel free to contact the undersigned.

Best Wishes.

For Kelly Services India Pvt. Ltd





Priyanka Bhandari

Manager - Contract Operations

Authorized Signatory

Note -: Plus R. 9000/- as travel Allowance.

Kelly Services India Pvt. Ltd. (A PERSOLKELLY Company)

Unit No-601-603, 06th Floor, Tower-C, Unitech Cyber Park, Sec-39, Gurugram-122002, Haryana

T (+91) 124 472 6666 F (+91) 124 472 6644 www.kellyservices.co.in

Registered Address: Sriram Samanthu Chambers, #3287, 12th Main, HAL 2nd Stage, Indiranagar, Bengaluru-560038, T (+91) 80 6708 1800

PERSOLKELLY



ANNEXURE-A

Your DOJ will be 11th June 2019 for a contract period of One Year and will expire on 10th June 2020.

<u>PARTICULARS</u>	Monthly	Annual
Basic	15000	180000
HRA	7098	85176
Conveyance	0	0
Personnel Allowance	0	0
Medical Allowance	0	0
Stat. Bonus	1000	12000
Fixed Gross	23098	277176
Insurance	88	1056
PF (Employer's Contribution)	1950	23400
ESIC (Employer's Contribution)	0	0
LWF Employer	50	600
CTC	25186	302232
PF (Employee's Contribution)	1800	21600
ESIC (Employee's Contribution)	0	0
LWF Employee	25	300
Professional Tax	0	0
Net Take Home	21273	255276

^{*}PT and LWF deduction would be applicable as per Statutory Norms of the State.

^{*} Income tax deductions, if applicable, will be as per the Income Tax Act, 1961.



14-Mar-2019 AXSB/N007: New Delhi/2019/468493

Aditya Pandey

Assistant Manager

Dear Sir/Madam,

Greetings! On behalf of Axis Bank we heartily extend a very warm welcome to you.

Reporting Details:

Further to your acceptance of the offer letter, kindly note that your reporting date is 14-Mar-2019. We request that you report at the below said Address at 9:30 am and meet the HR representative Amresh Kumar .

Address: Kavi Nagar, Ghaziabad, U.P.

Requirements:

Please ensure that all the forms and details that have been provided to you on the Axis Bank On-boarding platform are duly filled. This is a pre-requisite to start the joining process.

Please carry along a copy of this letter and a printout of the Joining Kit (available on TMI Portal) to help us complete your joining process. We hereby advise you to carry a photo copy and originals of the below mentioned documents to help us

- Academic Mark sheet & Passing certificates (10th)
- Academic Mark sheet & Passing certificates (12th) *
- Academic Mark sheet & Passing certificates (Graduation) *
- Post-Graduation Mark sheet & Passing certificates (If applicable)
- Professional Courses certificates (If applicable)
- Proof of date of birth (Birth Certificate, Passport, Class10th certificate, School leaving, etc.)
- Proof of Address (Passport, Ration card, etc.)
- Photo Identification proof (Passport, PAN, etc.)
- Relieving letter from the previous employer (If available) OR Resignation acceptance from the last employer.
- Axis Bank, Letter of Appointment.
- 2 Recent Passport Photographs (With a Light Background colour photo and in Formal Attire)

Kindly note that the completion of your Joining Formalities and your Employee Number generation is subject to submission of the necessary documents mentioned above. Your Date of Joining might get extended or cancelled in case



Upon your reporting the following activities will be undertaken by the HR representative;

- a) Verifying your credentials as entered in the online system with the original documents.
- b) There will be an induction program to help you understand the Bank and its functioning.

Posting Details:

Further to your reporting at Circle Office/Central Office, you will then be required to join your allocated Branch/Office. It has been decided to post you at:

Joining Date:	14-Mar-2019
Posting Location:	N4064:Kavi Nagar,Ghaziabad
Branch Address:	Kavi Nagar, Ghaziabad, U.P.
Role:	Branch: Customer Service Officer
Supervisor Name:	Priti Kumari

Warm Regards.

Amresh Kumar

Deputy Manager

CTC Annexure Emoluments and Benefits for the grade of Assistant Manager (for Aditya Pandey)

COMPENSATION	Amount			
COMIT ENGATION	P.A. (')	P.M. (`)		
Basic	90,000.00	7,500.00		
Basket of Allow ance	1,38,603.00	11,550.00		
Bank's PF Contribution	10,800.00	900.00		
Gratuity *	4,329.00	361.00		
SUB TOTAL (Fixed Cash+Retirals)	2,43,732.00	20,311.00		
Location Pay	22,500.00	1,875.00		
TOTAL (Fixed Cash+Retirals)	2,66,232.00	22,186.00		
Benefits:				
Group Mediclaim Policy and Group Term Life Insurance	9,060.00	755.00		
Loan Benefit	69,084.00	5,757.00		
TOTAL PAY (Fixed Cash + Retirals+Benefits)	3,44,376.00	28,698.00		

		Loa	n Eligibilities		
Type of Loan & Purpose of Loan	Bigibility	Loan Amount (in `)	Rate of Interest	Max. Tenure	Remarks
Housing Loan	Upon Confirmation	20,00,000.00	4% (Compound Int.)	240 EMI w hich includes Principal & Interest.	For takeover loans, the repayment will be 240 months or the balance service period (in months left, w hichever is less.
Vehicle Loan Note:The monetary va	Upon Confirmation	2,00,000.00	6% (Simple Int.)	84 instalments tow ards Principal & 36 tow ards Interest.	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, w hichever is less, w ith Principal and Interest instalments in the ratio of 7:3.

Note: The monetary value of the above Loan benefits approximates to Rs.100000. Loan benefits cannot be encashed if not availed.

		Insurance Details		
Type of Insurance	Insurance Cover (in `)	Remarks		
Group Mediclaim Insurance Policy	3,00,000.00	For all the plans, the coverage will be applicable for all employees upon joining the service of the bank. Base Policy: Employee plus 3 dependents (excluding parents) are covered under the Bank Floater Policy. Top Up Policy: In addition, the Bank also offers a Top Up Policy ranging from coverage of Rs. 3 Lakhs to Rs 40 Lakhs, which an employee can opt for and pay the premium accordingly. Top up Policy will be applicable only for the dependents covered under the Base Policy. Parents Policy: The Bank provides Parent Policy ranging from Rs. 1 lakh to Rs. 20 lakhs wherein employee has an option to cover upto 4 dependents under Parents and / or Parent-in-Laws policy by paying the premium.		
Group Term Life Insurance Policy	25,00,000.00	Only employee is covered (You will be required to contribute an annual premium as prescribed by Insurance Co. from time to time)		

The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.

Note: The terms & conditions of the mediclaim policy is valid only till expiry of the insurance policy and are subject to amendments upon renew al

Other Benefits							
Performance Bonus / Annual Incentive Plan (as may be applicable)	Performance linked bonus pay / Annual Incentive Plan (as may be applicable), will be paid as per the Company policy, subject to your being a confirmed employee.						
** Gratuity will be paid as	s per the Payment of Gratuity Act.						



CRC Executive Officer <crc.execoff@its.edu.in>

Fwd: Job offer in off-roll as LASF, based at Hissar

1 message

Durba Roy ITS MN crchead.mn@its.edu.in
To: CRC Executive Officer crchead.mn@its.edu.in

Wed, May 8, 2019 at 11:47 AM

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

From: INDRAJIT SARKAR <indrajit.s@adityabirla.com>

Date: Tue 7 May, 2019, 4:28 PM

Subject: Job offer in off-roll as LASF, based at Hissar To: razaaa453@gmail.com <razaaa453@gmail.com>

Cc: ruchi.sharma@teamlease.com <ruchi.sharma@teamlease.com>, Furkan Ali <furkan.ali@adityabirla.com>, stuti sinha

<stuti.sinha@adityabirla.com>, Durba Roy ITS MN <crchead.mn@its.edu.in>

Dear Ajeet Kr. Himanshu,

Congratulations you have been selected as LASF, based at Hissar. You will be under the payroll of Team Lease. This mail is on behalf of Team Lease.

Please provide the scan copies of below mentioned documents through email to me:

- All educational qualification certificates
- 2. Aadhar card
- 3. PAN card
- 4. Driving license
- 5. Blank cancelled cheque (with name mentioned on the cheque), or Pass Book's front page.
- 6. Current payslips
- 7. Current organizations appointment/contract letter

Please write down the below required details over mail body:

- 1. Fathers' name and his date of birth
- 2. Mother's name and her date of birth
- 3. If married then Spouce name and her date of birth
- 4. If have kids then their names and their date of births

Please revert as early as possible. Please note that the total size of the attachment should not increase 10 MB. All documents should be clearly scanned and shared over PDF format.

Call me for further discussion.



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3 attachments

Warm Regards,

INDRAJIT SARKAR Regional HR Manager - Haryana & Delhi **UltraTech Cement Limited**

+91 99902 85111

image001.png 84K



Warm Regards,

INDRAJIT SARKAR Regional HR Manager - Haryana & Delhi **UltraTech Cement Limited**

+91 99902 85111

image001.png 84K



image001.png 84K





Candidate Name: - AAKASH GIRI.

Institute Name: 1 TS, GHAZIABAD

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

* Kotak Life

Your *remuneration* per annum is Rs. 350000 CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Mansi.chawla@kotak.com	Kotak Life
Sharma.deepti@kotak.com	Kotak Life

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group

Signature of the candidate

Kotak Mahindra Life Insurance Company Limited (Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503 **Registered Office:** 2nd Floor, Plot # C- 12, G- Block, BKC, Bandra (E),

Mumbai - 400 051.

Corporate Office: 7th Floor, Kotak Infiniti, Bldg. No. 21, Infinity Park, Off W. E. Highway, General AK Vaidya Marg, Malad (E), Mumbai - 400 097, India.

T +91 22 66057777 F +91 22 67425649 / 50 http://insurance.kotak.com Koi hai... hamesha

Candidate Name: - AAKASH GIRI.

Institute Name: 1 TS, GHAZIABAD

Subject: Letter of Offer from the Kotak Life Insurance

We are happy to inform that you have been selected as a Management Trainee by the Kotak Mahindra Group for;

Kotak Life

Your remuneration per annum is Rs. 350000 CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

Mansi.chawla@kotak.com	Kotak Life
Sharma.deepti@kotak.com	Kotak Life

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group

Signature of the candidate

Alcosh

Kotak Mahindra Life Insurance Company Limited (Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503 Registered Office: 2nd Floor, Plot # C- 12, G- Block, BKC, Bandra (E), Mumbai - 400 051.

Corporate Office: 7th Floor, Kotak Infiniti, Bldg. No. 21, Infinity Park, Off W. E. Highway, General AK Vaidya Marg, Malad (E), Mumbai - 400 097, India.

T+91 22 66057777 F+91 22 67425649 / 50 http://insurance.kotak.com

Koi hai... hamesha



CRC Executive Officer <crc.execoff@its.edu.in>

Fwd: Indusind Bank II Final Selection||

1 message

Durba Roy ITS MN <crchead.mn@its.edu.in> To: CRC Executive Officer < crc.execoff@its.edu.in>

Wed, May 8, 2019 at 12:00 PM

-- Forwarded message --From: sangeeta gupta <sangeeta.gupta@indusind.com>
Date: Mon 18 Feb, 2019, 11:30 AM Subject: RE: Indusind Bank II Final Selection||
To: <Durbaroy@its.edu.in> Cc: Vipul Chaturvedi <vipul.chaturvedi@indusind.com>

Dear Durba,

As discussed , Please send all the students tomorrow morning at 11 am along with below documents .

Fresher:

Education proof – Graduation and Post-graduation Degree & Marksheet Both.

Pan Card

Aadhar Card

2 Passport Size Photograph

Experienced

Employment proofs: Last 3 months salary slips,

Relieving letter

Sangeeta gupta Regional Resource Manager - Human Resources

IndusInd Bank, Vasant Kunj Office T3 TO T8 3rd Floor Vasant Sqaure Mall Vasant Kunj New Delhi New Delhi - 101000

Mob: 7042963031 Tel- 011-49522699

E-Mail: sangeeta.gupta@indusind.com Please Save paper, print if you have to. Save energy, cc if you have to.

From: sangeeta gupta [mailto:sangeeta.gupta@indusind.com]

Sent: Monday, January 14, 2019 6:31 PM

To: Durbaroy@its.edu.in

Cc: 'Vipul Chaturvedi' (vipul.chaturvedi@indusind.com)
Subject: Indusind Bank II Final Selection||

Dear Durba,

"Greeting from Indusind Bank"

We are pleased to announce that the following students from your college have been selected to be placed as MT Service Delivery Manager by Indusind Bank subject to the following:

- They clear their medical fitness (details to be advised shortly) before their appointment formalities
- They have cleared all preceding semester exams and must clear their final semester exams.
- The candidate selected does not have any relatives working with IndusInd Bank or any of its Group Companies.
- The candidate must be an Indian Nationality.
- The candidate should not have worked with IndusInd Bank or any of its Group Companies earlier.
- 3 Lac CTC per annum + up to 1 L of Performance bonus at the completion of traineeship.
- Further, In case the Management Trainee exits the Bank before the completion of 12 months from the date of joining, he/she will have to payback a sum of INR 50,000 against the cost of the Training to the Bank.
- Please block the students for placement in our Bank and they may be excluded for any subsequent campus placement drives in your college.

List:-

Sno	Name	College	Mobile	Email Address
1	ANUSHKA BANSAL	ITS	8791173547	anushkabansal.pgdm17_19c@its.edu.in
2	ANUSKHA SHARMA	ITS	7042653676	anushkas2707@gmail.com
3	ASHWIN SHARMA	ITS	8920648532	ashwins932@gmail.com
4	AZAD YADAV	ITS	9140048867	azadyadav.pgdm17_19a@its.edu.in
5	DIVYA TRIPATHI	ITS	9540556306	divyatripathi.pgdm17_19a@its.edu.in
6	NITIN KUMAR	ITS	8376831154	k95nitin@gmail.com
7	RAJAT KANSAL	ITS	8923348481	kansal.rajat95@gmail.com
8	RISHABH GULATI	ITS	7351961864	gulatirishabh58@gmail.com
9	Samina Khatoon	ITS	9839808759	saminakhatoon95@gmail.com
10	SHILPA CHAUDHRY	ITS	8510911531	shilpa chaudhry.pgdm17_19b@its.edu.in
11	SHIVA SHARMA	ITS	9958937242	ss0200946@gmail.com
2	SREYASI AWON	ITS	8336858779	sreyasiawon.pgdm17_19b@its.edu.in
3	VAIBHAV SHARMA	ITS	9536238461	svaibhav251996@gmail.com
4	AKASH KUMAR SHARMA	ITS	9560275274	akash.sharma400@gmail.com
5	ARU BANSAL	ITS	8899156355	arubansal@outlook.com
6	BHAVPREET SINGH	ITS	9045705360	bhavi.bhutani@gmail.com
7	NIRANJAN SINGH BHAISORA	ITS	8859973622	bhaisora.21@gmail.com
8	PRAKHAR	ITS	8791767096	prakharrajput006@gmail.com
9	SHIVANI GAUR	ITS	7253971757	shivanigaur097@gmail.com
	UMANG SHARMA	ITS	8392828805	umangsharma.mba17_19c@its.edu.in





Durba Roy ITS MN <crchead.mn@its.edu.in>

[Vidyamandir Classes] : Offer of Employment

Paurush Mittal <paurush.mittal@vidyamandir.com>

Tue, Mar 19, 2019 at 1:51 AM

To: Durba Roy ITS MN <crchead.mn@its.edu.in>

Cc: Alok Bansal <alok@vidyamandir.com>, Sandeep Sondhi <sandeepsondhi.vmcav@gmail.com>, Shobhit Gupta <shobhit@vidyamandir.com>, Siddharth Garg <siddharth.garg@vidyamandir.com>

Hello Ma'am,

As we discussed, on March 18, 2019, we are extending offers for the following students in our Marketing and Communication Department at the mentioned positions.

S. No.	Name	Position	Monthly Salary	Monthly Bonus	Annual Bonus	
1	Pooja Mourya	Marketing Manager	₹30,000	₹5,000	35000-70000	Rs. 4,90,000
2	Abhishek Dwivedi	Marketing Manager	₹30,000	₹5,000	35000-70000	Rs. 4 90,000
3	Divyanshi Sharma	Counsellor	₹25,000	₹2,000	27000-54000	Rs. 3, 80,000
4	Manya Tak	Counsellor	₹25,000	₹2,000	27000-54000	
5	Ahamad Raza Arfin	Counsellor	₹25,000	₹2,000	27000-54000	Rs. 3,80,000
6	Sanil Vikram Singh	Counsellor	₹25,000	₹2,000	27000-54000	Rs. 3,80,000
7	Akshay Sharma	Counsellor	₹25,000	₹2,000	27000-54000	Rs. 3,80,000
8	Ayushi Chaudhary	Jr. Counsellor	₹20,000	₹2,000	22000-44000	Rs. 3,08,000
9	Kriti	Jr. Counsellor	₹20,000	₹2,000	22000-44000	Rs. 3,08,000

They are supposed to join from April 1, 2019. So, you are requested to please give us confirmation about the acceptance of offer letters by March 20, 2019.

Thanks in anticipation.

Paurush Mittal 9711445995 Head of Marketing & Communication Vidyamandir Classes East Delhi - Ghaziabad



FUTURE RETAIL



Date:

24 / May / 2019

To,

Name

:- Amar Pratap Singh

Father Name

Ajeet Kumar Singh

Address

:-

Faizabad, UP

Letter of Intent

Dear Amar,

Further to the conversation that we had, I am pleased to offer you position of **Management Trainee** on the **Band of 2D** in our organization (**Future Retail Ltd**) with effect from 01 / Jul / 2019

Your responsibilities and scope of work will be as discussed with you. Your all-inclusive CTC will be Rs- 3.00 LPA.

Your compensation details and other terms of employment are confidential to you only and must not be discussed with anyone under any circumstances. If you have any queries or questions related to your appointment that should be discussed with People Office Team.

You are requested to report on 01 / Jul / 2019 at 10:00am.

Venue- Future Group, Plot No-82, Sec-32, Gurugram, Haryana - 122001

The following documents need to be submitted to the People Office Team on the day of joining.

- a) 6 Passport sized color photographs.
- b) Qualification Certificates.
- c) Photo ID & address proof.

Please note that this offer may be cancelled if it becomes clear that you have supplied incorrect information any connection with your application for employment with this company.

This letter will be null-n-void if you have semester back-log.

We welcome you to our organization and look forward to your valuable contribution to the company. Please confirm your acceptance by signing a copy of this letter.

Yours Sincerely,

For Future Retail Ltd.

Authorized Signatory

I agree to abide by the above terms and conditions of employment.

Signature

Date

Forture Betail Limited Formerly Panialoon Retail India Confied

Registered Office Knowledge House. Shwannique, Off JV Linc Fleed, Jogestwein F., 461-666.

P = 91 72 3081 1300, F = 91 27 3095 2501, www.haurandat.eo.m.





Ref: 413338

Date: June 28, 2019

Mr Ankit Bharti

House No. 304, Street No. 2, Jai Prakash Nagar, Ghaziabad, Uttar Pradesh India - 201001

Dear Ankit Bharti,

We are pleased to confirm our offer of employment to you as **Associate Financial Analyst** in Grade **G1** starting **July 8**, **2019**. You are requested to report to the said address on **July 8**, **2019**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Gurgaon**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be Rs.250,000.00 (Rupees Two Lakh Fifty Thousand Only) the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. 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 and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Regd. Office: Winchester, 4th Floor, High Street, Hiranandani Business Park, Powai, Mumbai – 400076
Tel: +91 22 3051 1000 Fax: +91 22 3051 1111 CIN: U72900MH2002PTC138380 www.xoriant.com



ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 24 days of paid leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled. A detailed appointment letter will be issued to you on your date of joining us.

Ankit Bharti, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Richa Singh** MobileNumber:**9990890889**/email:**Richa.Singh@Xoriant.com**.

Sincerely

For Xoriant Solutions Pvt.Ltd

Rakhi Deshpande Head-Talent Acquisition

Actual Date of Joining:

HR Signatory

5 Dishpand

Agreed & Accepted on

Ankit Bharti

Agreed & Accepted on

Ankit Bharti



Annexure A

SALARY STRUCTURE	PER MONTH	PER ANNUM	
BASIC	6,250	75,000	
HOUSE RENT ALLOWANCE	3,125	37,500	
CONVEYANCE ALLOWANCE	1,600	19,200	
FIXED ALLOWANCE	4,441	53,294	
MEAL COUPON	2,200	26,400	
GIFT CARD	417	5,000	
FLEXI PLAN	0	0	
Α	18,033	216,394	
MEDICAL ALLOWANCE	1,250	15,000	
LEAVE TRAVEL ASSISTANCE	500	6,000	
В	1,750	21,000	
C = A + B	19,783	237,394	
PROVIDENT FUND	750	9,000	
GRATUITY	301	3,606	
D	1,051	12,606	
CTC = C + D	20,830	250,000	

Sincerely

For Xoriant Solutions Pvt.Ltd

Rakhi Deshpande

Head-Talent Acquisition

HR Signatory Actual Date of Joining: Agreed & Accepted on

Ankit Bharti

Agreed & Accepted on Ankit Bharti



ANNEXURE B

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA

HRA is given to the extent of 50 %of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

GIFT CARD

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.



GRATUITY

On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely
For Xoriant Solutions Pvt.Ltd
HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Ankit Bharti

Offer electronically accepted by: Gupta, Priyanshi
Offer electronically accepted on: Jun 29, 2019 1:05 PM
Offer electronically accepted from: 103.232.234.50



Chumbak Design Private Limited #520, CMH Road, 1st Stage, Indiranagar, Bangalore - 560038 Telephone No - 080 2525 5520 Email – helpechumbak.in www.chumbak.com CIN - U74999KA2011PTC058374

22nd February 2019

Mr, Anubhav Pandey,

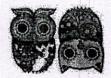
Dear Anubhav,

On behalf of Chumbak, I am pleased to offer you the position of **Assistant Store Manager**, reporting to the Area Sales Manager / City Manager. The position is based in Vadodara.

The details of your employment are:

- 1. Your salary (CTC) will be Rs. 3,58,000 /- per annum.
- You will be eligible for employer provided retirals including Provident Fund which will be a part of your CTC.
- 3. You would be entitled to medical, personal accident insurance and hospitalization benefits as per company policy which will form a part of your CTC.
- The standard policies on vacation, holidays, sick leaves and other Company benefits and policies would be communicated to you on joining.
- 5. You will be on probation for a period of three months from the date of joining, on completion of which you would be a confirmed employee of the organisation. Probation, however may be extended in certain cases, based on performance reviews.
- 6. By accepting this offer, you grant consent to Chumbak's management and HR, wherever they may be located, to utilize and process your personal information for purposes related to your employment at Chumbak. All personnel records are considered confidential and access will be limited and restricted to individuals with need to know and process that information, such as Chumbak's management teams and human resource panel. Chumbak will share your personnel records as needed with third parties assisting in human resources administration.
- 7. We hope your association with us will be a long one. However, if you or the company decide otherwise, the appointment may be terminated by either party giving a notice of 30 days or full salary in lieu of notice period. During probation period however, the notice period applicable will be 7 days. The Company reserves the right to accept or pay salary in lieu of notice.
- 8. Upon separation from Chumbak, you will return all company property and proprietary information at d settle all outstanding financial obligations with the company including, but not limited to, settleme;, of any salary, expenses, advances, loans, etc. Chumbak reserves the right to withhold any payment due to the company from the final separation pay cheque.





- Your services are transferable to any of the Chumbak offices or its subsidiaries.
- The above terms and conditions are subject to the Company policy and in the event of any changes
 you will be subject to the revised policy.
- We wish to stress that the contents of this letter are confidential.
- The joining date would be 22nd February 2019.

Detailed Terms of Employment are as below:

Working Hours & Weekly Offs

- Chumbak observes business hours at the stores between 10:00 am and 11:30 pm. During certain situations like Store audits etc, the work timings to be observed may be different.
- It is agreed that you will work as per the shift timings as per the store guidelines
- Employees are entitled to one day of weekly off. This will be decided by the Store Manager of the
 respective stores. In case where the Employee is required to work on the weekly off, then he / she
 can avail of Compensatory Off in lieu of the same.
- If the employee is required to work on a national holiday, then the employee can be compensated through payment of double wages or through a compensatory Off in lieu of the same.

Rules & Regulations

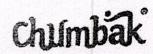
You shall observe all rules and regulations imposed by the company. The rules and regulation referred to herein would include and relate to general work habits, working instructions of superiors, routine working orders, procedures of the company, attitude towards work and any conduct which the company shall in its sole discretion deem to be detrimental to its interest.

Time, Attention & Duties

- You shall during the terms of employment devote your whole time attention and skills exclusively
 to the business of the Company and you shall not perform, indulge or be concerned or interested
 either directly or indirectly in any business or work other than that of the Company.
- You will diligently and faithfully perform all your duties and act in all aspects according to the
 instructions and directions given to you through the Company's duly authorized officers.
- If you not report in to work without information for 4 consecutive days, and do not respond to your manager's / HR department communications on the same, you can be considered as absconding from duty and the Company can suitable disciplinary action upto and including dismissal from service.

Duty of Secrecy & Confidentiality

 You agree and recognize that the service to be rendered by you under this Agreement require special skill, training and experience. You agree to undergo training for the purpose of acquiring such skills





You will not either during the term of the Agreement or at the time thereafter divulge or disclose orally or writing to any person, firm or corporation any information regarding the affairs or business of the Company and/or its customers and clients, including but not limited to dealings, practice, business affairs, confidential information and trade secrets of the Company of the company and/or its clients, whatsoever and howsoever and all other matters which may come to your knowledge by reason of your employment with the company.

You hereby undertake and agree with full knowledge that the nature of the Company's business and the job assigned to you and all the information, whether oral or in writing or on tape or stored in computers, processors, electrical, mechanical, telephonic conversations are strictly confidential and trade secrets of the Company, whether the information above refers to the clients of the Company or otherwise and that the information referred to above are valuable secrets belonging solely to the Company and no one else.

Company Assets You undertake to carefully handle and maintain with utmost care any asset including, but not limited to, laptops, electronic items, uniforms, ID cards, store merchandise etc which may be given to you during your

employment for the performance of your duty. You agree without any condition or reservation whatsoever that after the termination of this Agreement, on any ground whatsoever, you will deliver immediately to the Company, all correspondences, letters, price lists, manuals, mailing lists, list of clients, advertising materials, all supplies, keys, diskettes, laptops, tapes, uniorms, ID cards, store merchandise or any other documents or equipment relating to or belonging to the

Company.

Non-Solicitation of Customer or Company staff

You agree with the Company that you will not for the period of one (1) year after the termination of this Agreement for any cause whatsoever, on your own behalf or on behalf of any person, firm or company directly or indirectly:

Canvass, procure, solicit or endeavor to take away from the Company, the business of any person who are or have been customers or clients of the Company. The expression "customer or client of the Company" includes all persons, business, corporation or any third party who was invoiced by Chumbak during the one year preceding your termination of employment.

Endeavour to entice away from the Company, any person who is or has at any time during the two (2) years immediately preceding the termination of this Agreement, been employed or engaged by the Company.

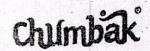
Loss and Damage

You also agree that if you breach any of the terms and conditions stipulated in this Agreement, you will be liable for any loss or damage suffered directly or indirectly by the Company as a result of your action.

You will eligible for incentives in line with the Store scheme as announced by the Company from time to time.

Chumbak monitors and benchmarks shrinkage results at retail prices rather than cost since it not only has a cost impact but also represents missed / lost opportunities for sales. Please see Annexure B for the overail guidelines which can change from time to time and any change will intimated to all stores in excel sheet format or any other format as determined by the Co

Collections at Store





All collection in any form of negotiable instrument obtained from sale at the store need to be deposited to the company's bank account as per the company's guidelines and policy. You agree that if any deviation from the company guidelines, you will be liable for any shortage found at the store.

General Terms and Conditions

You hereby to be liable for the following terms and conditions:

- Fully perform the services, in a professional manner at Chumbak
- During the tenure at the Company, render services exclusively to Chumbak and such performance shall not be inconsistent with any obligation you may have to other third parties.
- Not engage in any conduct which is detrimental to the interest of the Company
- Extend all co-operation to Chumbak employees, consultants, representatives, etc. and do all such
 things as may be necessary and comply with all terms of the Offer Letter so as to effectively
 undertake the work
- Report and be present at the designated location during the workings hours mentioned herein and abide by the rules and regulations as required by Chumbak
- Comply with the safety, health, and other rules of Chumbak
- During the course of your employment, you can be transferred to a location within the territory of India as and when required by Chumbak for executing the services provided herein.
- Any expense incurred towards your appointment (relocation expenses, notice pay etc) will be recoverable from you in case of you separating from the Company within one year of joining.
- Any dispute shall be referred to a sole arbitrator appointed by the Company.

In addition to the terms contained herein, your relationship with Chumbak may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by the Company and you hereby agree to have read and clearly understood the terms of employment provided in this agreement.

A breach of any of the above undertaking on your part will justify your summary dismissal by the Company. As an independent obligation, you shall also indemnify the Company of all losses and damages resulting from your breach as aforesaid.

You agree to defend, indemnify and hold the Company harmless from any and all claims, damages, liability, legal fees and expenses on account of your failure to satisfy any of your obligations under this employment or for misconduct or for any violation of any law or creation of any legal liability by you.

Please return a copy of this Agreement after affixing your signature at the appropriate place on one copy in token of you having read, agreed, fully understood and accepted the terms and conditions of appointment.

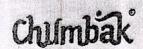
Once again, a very warmengloone to the Chumbak family.

Yours truly

Dipak Agarwal

Chief Financial Offices

Accepted by





Annexure A

Name: Ms. Himani Sharma Designation; Assistant Store Manager

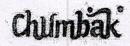
Grade: G4

Particulars	Yearly	Monthly
Basic Salary		
HRA	1.60,940	13,413
Conveyance	64,376	5,365
Medical Reimbursement	 19,200	1,600
Bonus	15,000	1.250
Special Allowance	 15,000	1,250
opecial Anomance	47,364	3,947
Fixed CTC	3,21,880	26,823
Employers PF	19,320	1,610
Monetised Value of Insurance	16,800	1.400
TOTAL CTC	3,58,000	29,833

NOTE:

Net Pay will be subject to statutory deductions as applicable







Annexure B - Shrinkage & Loss Recovery policy

This policy is to monitor the stock shrinkage and loss recovery in the stores.

Definitions - For the purpose of this policy,

- Store Manager refers to the individual who is designated as the Store Manager for a particular store.
- In some situations, the store will be managed by an Assistant Store Manager without Store Manager designation. In such situation, the ASM will be considered as the Store Manager.
- If a Store has a Store Manager as well as ASM, then the ASM will be considered as part of the store staff
- If a Store does not have a Store Manager as well as Assistant Store Manager, then the concerned City Manager will be considered as Store Manager (for the purpose of Cash Card and Petty Cash shortage only)

Stock Audit period - Between 1st audit & 2nd audit.

Measurable - Gross Sales for the period between 1st audit & 2nd audit

Permissible limit - 0.5% of the Gross Sales of stores between two audits.

Below 0.5% of Shrinkage – No recovery and difference between actual shrinkage and permissible shrinkage amount will be distributed 50% of MRP value between the staff as Incentive for controlling the shrinkage below 0.5%

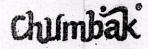
Above 0.5% Shrinkage – 50% of MRP amount of the shrinkage value (over and above 0.5%) will be recovered from the staff at the store as per below matrix.

Incentive / Recovery distribution for Shrinkage:

- 1. Store Manager 30%
- 2. Store Staff 70% (Divided by Number of staff in the store.)

Others – If the staff member has been part of the store staff only for a partial amount of the stock audit period then incentive / recovery towards Shrinkage will be considered on a pro-rata basis.







please find the 2 scenarios for the Shrinkage.

Example:

Store -CMH

Audit 1 - 1 May, 2016

Audit 2 -- 1 Aug, 2016

Tenure -3 months

Case 1 Shrinkage below 0.5%	Month	Gross Sales	Permissible Shrinkage (0.5%)	Actual Shrinkage on MRP	Recovery	Incentive (if shrinkage is below 0.5%)
	May	2800000	14000	10000	0	4000
	June	2600000	13000	8000	. 0	5000
	July	3600000	18000	13000	0	5000
	Total sales	9000000	45000	31000	0	14000

Shrinkage Incentive Amount - 50% of INR 14,000 = 7,000 distributed among SM & staff

Case 2	Month	Gross Sales	Permissible Shrinkage (0.5%)	Actual Shrinkage on MRP	Recovery	Incentive (if shrinkage is below
Shrinkage above	Alex Alex S					0.5%)
0.5%	May	2800000	14000	19000	-5000	0
Jacob et al.	June	2600000	13000	25000	-12000	0
	July	3600000	18000	28000	-10000	0
	Total sales	9000000	45000	72000	-27000	0

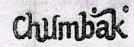
Shrinkage Recovery Amount - 50% of INR 27,000 = 13,500 distributed among SM & staff

Cash / Card Shortage

Ensuring that daily reconciliation of cash and card receivables as per daily sales is the sole responsibility of the Store Manager. If there is any difference which results in loss to the Company, it is the responsibility of the Store Manager to identify the reason for the loss and may result in either salary deduction or hold of the salary of the Store Manager if suitable explanation is not provided.

Petty Cash Shortage

Each store is eligible for petty cash for managing the daily running of the store. The responsibility of managing this petty cash lies with the Store Manager. He / she should do a weekly reconciliation with the finance team and if there is any shortage, it is the responsibility of the Store Manager to identify the reason for the loss and may result in either salary deduction or hold of the salary of the Store Manager if suitable explanation is not provided.







GD/HRD/0519/10522

Dated:01-May-2019

Ms. Apurva D/o.Sh.Sudhir Tyagi 620,Bhoot Patti,Barla, Muzaffarnagar, Uttar Pradesh-251307

SUB.: - LETTER OF CONSENT

Dear Ms. Apurva,

This is with reference to your application for a suitable post in Sales & Marketing Department of the Company and subsequent interview held with us.

We are pleased to offer you the Post of Trainee in this Company on the terms and conditions as mutually agreed upon.

In this context, you are requested to submit a copy of the resignation you will tender to the present employer and a copy of the relieving letter on acceptance of your resignation in the Company. Further, you are advised to submit all the attested copies of your academic and professional testimonials along with work experience certificates of previous employers and evidence of last salary drawn, proof of Permanent address & Present residence address, copy of Pan Card and four passport size photographs at the time of joining.

In case the above is acceptable to you, you may join this Company on or before 09-May-2019 positively at the address given below; otherwise this offer of appointment will be treated automatically cancelled.

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

Thanking you,

Yours truly,

For G. D. Foods Mfg. (1) Pvt. Ltd.

Bijay Krishna Jha

Assistant Vice President – HRD

G. D. FOODS MFG.(I) PVT. LTD.

(CIN No.: U74899DL1997PTC089673)

Regd. Off.: C-1/119, Janak Puri, New Delhi-110 058. Ph.:- +91-11-45233333 Fax:- +91-11-45233345 Email:- response@tops.in, Website:- www.tops.in



SPATIAL GEOTECH PVT. LIMITED

www.spatialgeotech.com

OFFER LETTER

Ref: SGPL/10/GIS/456

Dated 11th Feb 2019

To,

Akash Aggarwal

Congratulations!!

We are pleased to offer you an employment with **M/s Spatial Geo Tech Private Limited** 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 GIS Engineer. Trainee
- 2. Your date of commencement of Employment will be on 11th Feb 2019 . You will be required at the office premises from Monday to Saturday at working hours of 0900hrs-1800hrs.
- 3. You will be entitled to receive compensation and benefits (CTC of Rs 8,000/- pm).
- 4. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly, For Spatial Geotech Private Limited



Annu Gupta (Director) Recurred

Corporate Office: A-14, Sector 52, Noida, Uttar Pradesh- 201301

Email: annu.gupta@spatialgeotech.com



SPATIAL GEOTECH PVT. LIMITED



www.spatialgeotech.com

OFFER LETTER

Dated 11th Feb 2019

To,

- (1) Km Lalita Joshi
- (2) Akash Aggarwal
- (3) Vishal Kr. Rai
- (4) Harshit
- (5) Shubham Kumar

Congratulations!!

We are pleased to offer you an employment with M/s Spatial Geo Tech Private Limited 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 GIS Engineer. Trainee
- Your date of commencement of Employment will be on 11th Feb 2019. You will be required at the office premises from Monday to Saturday at working hours of 0900hrs-1800hrs.
- 3. You will be entitled to receive compensation and benefits (CTC of Rs 8,000/- pm).
- 4. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly, For Spatial Geotech Private Limited



Annu Gupta (Director)

Corporate Office: A-14, Sector 52, Noida, Uttar Pradesh- 201301

Email: annu.gupta@spatialgeotech.com





Balmukund Singh ITS MN <crc.mn@its.edu.in>

Campus Placement Drive by Erasmith Technologies Pvt. Ltd.

Balmukund Singh ITS MN < crc.mn@its.edu.in>
To: Balmukund Singh ITS MN < crc.mn@its.edu.in>

Fri, Jul 5, 2019 at 10:56 AM

Results of Campus Interviews



Campus Placement Results at Institute of Technology & Science.

To: Mr. Balmukund Singh

This is further in continuation to the recruitment drive by Erasmith Team at your campus. We are happy and excited to share the results of the recruitment drive.

In reference to the Campus Placement Drive by Erasmith Technologies, we are pleased to inform you that the following students have been selected:

- 1. Shweta Chaudhary
- 2. Amit Kashyap
- Manish Kumar
- Gaurav Kumar
- Anshul Gupta
- 6. Vineet Moses Das

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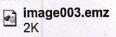
With Regards
Kumar Mukund
Corporate resource centre
Institute of Technology & Science
Mohan Nagar Ghaziabad 201007
Phone: 0120-4174909 Extn 929
Mobile: +91 9718006817

Visit us on facebook.com I.T.S - The Education Group I.T.S - Management & IT Institute

Other Links
I.T.S Group Video
I.T.S Group Chairman Receiving 'Jewel of UP & Uttarakhand' Award

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Balmukund Singh ITS MN <crc.mn@its.edu.in>

FW: Joining Details

Hr Admin hr.admin@erasmith.com
To: "crc.mn@its.edu.in" crc.mn@its.edu.in
Co: Anuj Garg anuj.garg@erasmith.com

Thu, May 31, 2018 at 1:36 PM

Hi Balmukund,

This is to get in your notice that the candidate **Amit Kashyap** will be joining Erasmith Technologies Pvt Ltd on June 6, 2018 instead of June 1, 2018.

Also, Shraddha Gupta will be replacing Anshul Gupta and will be joining us on June 1, 2018.

Best Regards

Sachin

Manager - Human Resource

+91 8800896811

Erasmith Technologies Pvt. Limited



www.erasmith.com

From: Amit Kashyap <amitsuns12@gmail.com>

Sent: 31 May 2018 12:59

To: Hr Admin <hr.admin@erasmith.com>

Subject: Re: Joining Details

Sir actually i want to join from 6th june
Because there is some proble create in my family thats why i have to go
so sir plz give me few days for joining

IMPORTANT NOTICE: This e-mail message is intended to be received only by persons entitled to receive the confidential information it may contain. E-mail messages to clients of Erasmith may contain information that is confidential and legally privileged. Please do not read, copy, forward, or store this message unless you are an intended recipient of it. If you have received this message in error, please forward it to the sender and delete jt completely from your computer system.

Jun 04, 2019

Offer ID: 199299
Amit Pratap Singh
104, Nibi Gaharwar, Nibi Gaharwar,
Mirzapur, Bijaipur, Uttar Pradesh.
Mirzapur 231303
UTTAR PRADESH INDIA

Dear Amit Pratap Singh,

On behalf of Magna Infotech (A Quess Company), (hereinafter referred to as "the Company") I am very pleased to offer you a position of Consultant in our organization. Your joining date will be Jun 05, 2019.

On the first day of the employment, please report to:

Ericsson ARP

Noida

Reporting Time: 9:30 AM

You will be paid a annual salary(CTC) of Rs. 2,31,840. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

Magna Infotech (A Quess Company) Attn: HR S.R. Infotech Complex, No.5/4-2, Thavarekere Main Road, S. G. Palya, D.R. College Post,Kormangala,Bangalore

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,

Approved By: Trupti Thakur VERTICAL DELIVERY HEAD ttrupti@magna.in

Created By: Borampet Rajashekar Consultant-Recruitment rajashekar.b@magna.in

EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total CTC will be Rs. 231840 and its composition will be as follows:

CTC Composition Basic Salary	Monthly Pay (Rs.)	
	9874.00	Annual Pay (Rs.)
Statutory Bonus	823.00	118488
Special Allowance	6029.00	9876
Gross Salary	16726.00	72348
Company's Contribution to PF	1800.00	200712
Company's Contribution to ESI	794.00	21600
Total CTC	10220.00	9528
Income Tax, Professional Tax and other applicable taxes the salary on a monthly basis as per Government Polic	hall be deducted for	231840

The salary will be processed on the 7th workday of each month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

Salary will be disbursed on receipt of your PAN card number.

TIME SHEETS:

You are required to follow our client?s specific timesheet process as per the timelines. In the absence of client?s specific process, you will receive Timesheet alert em ... with template along with the guidelines from your Timesheet SPOC at Magna. This has to be filled and approved by your manager over the email and it should reach the SPOC along with attachment before the timeline as briefed by Magna HR. Any delays in the timesheet approval process will lead to delay in the payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

GROUP MEDICLAIM INSURANCE:

You are entitled in Company Group Mediclaim Insurance Policy with a coverage of 2 Lakhs.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the Jun 05, 2019 shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of Consultant and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You will be entitled 12 days CLs and 15 days of PL/EL per calendar year. Un-availed balance CLs shall lapse at the end of the calendar year. Un-availed balance EL can be en-cashed at every next year in the first quarter. Encashment of EL shall be at the rate of the last drawn basic salary. Both the CLs and PL/ELs will be clubbed together (12+15) and will be credited to your that total encashable leave balance can be arrived at the end of each year. Leaves cannot be availed while serving the notice period & the number of notice days may get extended if any leaves availed due to emergency or special approval from authorized approver. If an employee fails to adhere to the notice period clause than the not served notice days will be adjusted from his /her

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/o: its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 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 your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of eighteen (18) months after termination of your services with the Company, you:

a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as

provided by or available from the Company, for any clients of the Company.



- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Will refrain from doing any sort of business for any kind or any purpose with the list of Magna clients with which you were engaged with while you were employed with Magna.
- e) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

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.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Hyderabad, Andhra Pradesh, India.

TERMINATION BY THE COMPANY:

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

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: In the event that the 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.

RESIGNATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company. In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.

DISCLAIMER:

Any commitments with respect to compensation & benefits which are not included in the "CTC Components" table or explicity mentioned in the offer letter, stands null & void.

Employee is required to submit the tax documents(Investment Proofs) within a week from the date of speration. Failing which, the full and final settlement will be processed by deduction DECLARATION: This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified. Signature Date Amit Pratap Singh Documents Required at the Time of Joining 1. Relieving letter from your previous two employers 2. Experience letter / Offer Letter your previous two employers 3. Most recent salary slip or salary certificate 4. Copies of all educational records (SSC onwards) 5. A copy of your passport 6. Three passport size photographs 7. A copy of PAN card Magna Infotech (A Quess Company) Confidential Offer ID: 199299



SPATIAL GEOTECH PVT. LIMITED

www.spatialgeotech.com

OFFER LETTER

Ref: SGPL/10/GIS/461

Dated 11th Feb 2019

To,

Anil Kr. Yadav

Congratulations!!

We are pleased to offer you an employment with M/s Spatial Geo Tech Private Limited 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:

- You will be designated as GIS Engineer. Trainee
- Your date of commencement of Employment will be on 11th Feb 2019. You will be required
 at the office premises from Monday to Saturday at working hours of 0900hrs-1800hrs.
- You will be entitled to receive compensation and benefits (CTC of Rs 8,000/- pm).
- 4. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,

For Spatial Geotech Private Limited

Annu Gupta (Director)

Annu Gupt

Corporate Office: A-14, Sector 52, Noida, Uttar Pradesh- 201301

Email: annu.gupta@spatialgeotech.com





Dated: October 15, 2018

Subject: Letter of Training

Ankit Sharma Anil Coal Dep., Near Bus Stand,Muradnagar, Ghaziabad UP-201206

Dear Ankit,

This has reference to the interview held at our office for the position of ERP Trainee in our organization to be We are pleased to confirm the offer of training for the above position on terms and conditions mutually discussed and agreed.

- **Stipend:** Stipend of Rs. 10,000 will be paid during Training Period for period of three months. After completion of three months, an evaluation test will be held and according to their performance, the salary for the employee thereafter shall be decided.
- Training Certificate: Training Certificate shall only be issued if the candidate completed his/her training in accordance with the company's norms and maintains at least a 90% attendance during the training period.
- Client Handling: Trainees shall be required to work on client locations also for live training.

2. Performance Reviews

Performance Reviews shall be carried out every alternate month.

At time of joining you are required to bring copies of the following :

- Latest Passport size photograph-2
- Birth Certificate / School Leaving Certificate showing date of birth
- Educational Qualification Certificates

We shall appreciate your confirmation of acceptance of the above offer latest by 06^{th} November 2018.

You shall join the services of the Company on or before 07^{th} January 2019.

Please return the enclosed copy duly signed as a token of your acceptance of the letter.

Regards,

HR Department

EAZY ERP Technologies Pvt. Ltd.

Head Office-2nd Floor, Vipul Agora, MG Road Gurgaon, Haryana-122002, India

Contact@eazyerp.com

www.eazyerp.com



Date - 4th May 19

To. Ms. Aakriti Rastogi

9/3355, Street No.8 Dharampura, Gandhi Nagar, Delhi-110031

Dear Ms. Aakriti,

Sub.: Initial Offer Letter for the position of Executive Sales

On the basis of your application and subsequent interviews with us, we are pleased to offer jou the position of Executive Sales in Sales Department with our company. Your place of work will be at Gurgaon. You are required to join us on or before 15th May 2019

Your annual CTC of INR 3,25,000 LPA. The company shall make deductions and withholding of tax or otherwise as may be required under applicable law from your remuneration. The company would also make deductions/incentivise from the remuneration on account of performance variable applicable from time to time.

The terms and conditions of your employment, and the detailed employment contract will be issued to you on your joining and completion of joining formalities. The appointment letter will be issued to you on the date of joining, subject to receiving a relieving letter.

Please do carry the following document at the time of your joining

- 1. One set of academic qualifications and 5 recent passport size photographs
- 2. Appointment Letter of the previous company along with Relieving Letter (If Applicable)
- 3. Experience certificates/ pay slip of the last salary drawn (If Applicable)
- 4. Photocopy (Aadhar Card/Voter ID)
- 5. Pan Card and Cancelled Cheque
- 6. Police Verification / Copy of Passport
- 7. Medical Fitness Certificate

Your appointment letter, is subject to verification of documents that are required to be submitted, in case of any discrepancy the offer would be rescinded. Please send confirmation email as a token of your acceptance or acknowledge the duplicate copy of this letter.



As mentioned in your Offer Letter please find the Salary Structure mentioned below:

Remunerations	Monthly	Annually	
Basic Salary	16,000	1,92,000	
Medical Insurance	800	9600	
Conveyance	1,800	21600	
Mobile Allowance	400	4800	
Performance Linked Incentive (PLI)	6,000	84,000	
Sub-total	25,000	3,00,000	
Annual Bonus (Paid on a successful completion of a Year)		25,000	
СТС		3,25,000	

For Tarangan Holidays Private Limited

Rakesh Kalra

Managing Director

CERA

HR/LOI-S/NOV/2018-19

1st November 2018

Mr. Abhijeet Giri At - Hutpa, PO - Banahappa, Dist. Hazaribag, Jharkhand – 825 313.

Re. LOI

Dear Mr. Abhijeet,

With reference to your application and the discussions we had with you on 15th October 2018, we are pleased to offer you the position "Executive – Sales" at Patna, on the terms and conditions, as discussed and mutually agreed upon. Also would like to mention that you would be signing Three years' work agreement with us.

You are accordingly requested to join on or before 19th November 2018, failing which this offer will stand automatically withdrawn.

The letter of appointment containing detailed terms and conditions of employment will be given to you on your joining us.

Please bring all documents with you, as per attached list, at the time of joining.

We look forward to a fruitful association.

Sincerely yours,

For Cera Sanitaryware Ltd

Deepa Vinod Senior Manager

Human Resources & Industrial Relations

Cera Sanitaryware Limited



Date: 18th Jan' 19.

LETTER OF INTENT

Abhinav Bhardwaj ITS

Dear Abhinav

NIIT Limited Infocity, A-24, Sector 34 Gurgaon 122 (2)1 Haryana India Tel: +91 (124) 4016500 Fax + 91 (124) 4916503 Email informut com

Registered Office B, Balaji Estate, First Floor Guru Ravi Das Marg, Kalkaji New Delhi 110 019, India CIN L74899DL1981FLC015865

www.nuit.com

With reference to your application and the interview you had with us, we are glad to inform you that you have been shortlisted for the position at NIIT Limited under our campus recruitment program.

As discussed and agreed, please find below the details of your proposed appointment with us:

Designation

: CLIENT EXECUTIVE

Business Unit

: GLOBAL CORPORATE BUSINESS

Base location

: NIIT

Annual compensation (all inclusive)

Fixed Compensation

: Rs. 292,500 : Rs. 32,500

Performance Linked Incentive (as per policy) Retention Bonus on completion of 1 year **Total Annualized Compensation**

: Rs. 75,000 : Rs. 400,000

Expected Joining Date: 8th May 2019.

Please note that this Letter of Intent (LOI) is not an appointment letter. The letter of appointment having detailed terms and conditions of employment will be handed over to you upon your joining. The specific role & associated responsibilities will also be shared with you post your joining.

This LOI is valid for a month from the date of issue or up to the defined date of joining as mentioned above, whichever is later. In case there is a change in the expected date of joining, we will inform you.

You are requested to sign and return the duplicate copy of this letter as a token of your acceptance of the above offer.

We look forward to your joining our team for a long and successful association.

With best wishes.

Sincerely,

For NIIT Limited,

Pooja Pandja Sohal Human Respurce



CRC Executive Officer < crc.execoff@its.edu.in>



Fwd: [Vidyamandir Classes] : Offer of Employment

1 message

Durba Roy ITS MN <crchead.mn@its.edu.in> To: CRC Executive Officer < crc.execoff@its.edu.in>

Wed, Sep 18, 2019 at 3:50 PM

With Warm Regards

Durba Roy Faculty- Marketing Assoc. VP- Corporate Resource Centre ITS-Management and IT Institute An ISO 9001:2008 Certified Institute & NAAC Accredited 'A' Grade Institute Mohan Nagar Ghaziabad 201007 Phone: 0120-2811000/126

Mobile: +91 9899177915 / 8588000194

Email: crchead.mn@its.edu.in / durbaroy@its.edu.in

"Visit us on facebook.com

I.T.S Guinness World Record Award

For group Facebook page: http://www.facebook.com/ITS.TheEducationGroup

For I.T.S Mohan Nagar Facebook Page: http://www.facebook.com/ITS.PG.Mohan.Nagar"

"Please consider the environment before printing your emails"

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

From: Paurush Mittal <paurush.mittal@vidyamandir.com>

Date: Tue, Mar 19, 2019 at 1:52 AM

Subject: [Vidyamandir Classes]: Offer of Employment To: Durba Roy ITS MN < crchead.mn@its.edu.in>

Cc: Alok Bansal <alok@vidyamandir.com>, Sandeep Sondhi <sandeepsondhi.vmcav@gmail.com>, Shobhit Gupta <shobhit@vidyamandir.com>, Siddharth Garg <siddharth.garg@vidyamandir.com>

Hello Ma'am,

As we discussed, on March 18, 2019, we are extending offers for the following students in our Marketing and Communication Department at the mentioned positions.

S. No.	Name	Position	Monthly Salary	Monthly Bonus	Annual Bonus
1	Pooja Mourya	Marketing Manager	₹30,000	₹5,000	35000-70000
2	Abhishek Dwivedi	Marketing Manager	₹30,000	₹5,000	35000-70000
3	Divyanshi Sharma	Counsellor	₹25,000	₹2,000	27000-54000
4	Manya Tak	Counsellor	₹25,000	₹2,000	27000-54000
5 1	Ahamad Raza Arfin	Counsellor	₹25,000	₹2,000	27000-54000
6	Sanil Vikram Singh	Counsellor	₹25,000	₹2,000	27000-54000
7	Akshay Sharma	Counsellor	₹25,000	₹2,000	27000-54000
8	Ayushi Chaudhary	Jr. Counsellor	₹20,000	₹2,000	22000-44000
9	Kriti	Jr. Counsellor	₹20,000	₹2,000	22000-44000

They are supposed to join from April 1, 2019. So, you are requested to please give us confirmation about the acceptance of offer letters by March 20, 2019.

Thanks in anticipation.

Paurush Mittal 9711445995 Head of Marketing & Communication Vidyamandir Classes East Delhi - Ghaziabad

"Please consider the environment before printing your emails"

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Date: March 18th, 2019

Name

: Achyut Agarwal

Institution

: Institute of Technology and Science, Ghaziabad

COFFEE

Sub: Offer Letter for the Post of Sales Trainee

Dear Achyut Agorwol,

CONGRATULATIONS!!

This is with reference to your application and subsequent interviews and discussions with us, regarding a career opportunity at Coffee Day Beverages.

We are pleased to offer you the position of "Sales Trainee" in our organization on mutually agreed terms.

Your CTC (Cost to Company) will be as per Annexure 1.

Your date of joining would be May 16th, 2019. Your place of posting would be communicated to you during your joining.

You would be required to report at Coffee Day Global Limited, Coffee Day Square, 23/2, Vittal Mallya Road, Bangalore-560001 on the date of joining.

You are required to submit the following documents on the date of joining. Wherever copies are specified, please also carry your originals for verification.

- Copy of education certificates
- Copy of permanent address proof
- Copy of PAN Card & AADHAR Card (Both Mandatory)
- Salary certificate/ last three month's pay slips (If applicable)
- Relieving letter from the previous employer (If applicable)
- 4 Passport size photographs
- Updated resume
- Medical certificate from a General Practitioner certifying that you are physically fit for employment

This offer is subject to a satisfactory verification of your previous academic and employment details as disclosed by you in your resume and the employment application form.

We look forward to your joining our team for a long and successful career. Kindly sign the copy of this letter as your acceptance and confirm the date of your joining.

Thanking you,

For Coffee Day Global Ltd.,

Arundhati Mukoo

General Manager - Human Resources

Coffee Day Beverages

mud igarnal

Confidential Page 1

Coffee they Berneaus IA D. John WELDLY Sid 2477, 3rd Flow: Vittal Madya Sand, Escotatora 586-30 T - 97-80 4061 2745 / 6721 2045 CIN: 08511(KA1994P1(04569)

W www.coffeedaybeverages.cop

ANNEXURE I

Name : Achyut Agarwal	THE CAPTURE TO SEE	
Earning Headers	Annual (INR)	
Basic Salary	180,000	
House Rent Allowance	90,000	
Other Allowance	299,742	
Provident Fund (Employer)	21,600	
Gratuity (As per policy)	8,658	
Fixed CTC (INR)	600,000	
Sales Incentives	40,000	
CTC Per Annum (INR)	6,40,000	



- Retention Bonus: You will be eligible for INR 1,50,000 (Rupees One Lakh Fifty Thousand) payable at the end of 2 Years' continuous service. At the end of 3 months from the Date of Joining, you would be given the option to commit to the 2-Year term else part ways amicably. If you so desire to leave the organization before the completion of 2 years (from your DOJ) post your commitment, the Organization reserve the right to recover INR 1,50,000 (Rupees One Lakh Fifty Thousand) from your full and final settlement as liquidated damages to the Company which represents the loss suffered by the Company in providing you training, skill development and other employment related costs.
- Other Allowance: Incudes statutory bonus where applicable.
- Employer's Contribution to provident fund of 12% of basic is included in your CTC. An employee contribution of 12% of basic would be deducted from your compensation towards Provident fund.
- Gratuity is payable upon Separation as per policy.
- Sales Incentive: Sales Incentive is applicable only to the Sales Team. Sales Incentives will be paid depending upon the actual achievement against targets as per the incentive policy applicable for that financial year.
- Tax will be deducted on all income except reimbursements as per the applicable current income tax laws.
- Field Reimbursements: Includes daily allowance, travel, mobile reimbursements for days spent on the field.
- Training: Product Training, Selling Skills Training and training you to be effective on the job is an integral part of the Sales Trainee Program.

For Coffee Day Global Ltd.,

Arundhati Mukoo

General Manager - Human Resources

Coffee Day Beverages

Date:

Acknowledgement

I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Acceptance Signature: ACHYUT AUARWAL

Signature of Parent: Maiyula Agarual
Name: Mys Man Jula Agarwal

Date: 17/4/2019

Date: 17/4/2019

anfidential Page 2

Colleg Day Severages in Unissee of COS. No. 2372, 3co-Ploes, Vittal Mariya Read, Randalose, SIG Co. T+91 80 4001 2345 / £221 2345 CIN: U89 110KA1893RLEQ150G1

W www.coffeedaybeverages.com





Date - 4th May 19

To, Mr. Aditya Pandey

905, Cape Vista 7, Supertech Capetown Sector-74, Noida

Dear Mr. Aditya,

Sub.: Initial Offer Letter for the position of Executive Sales

On the basis of your application and subsequent interviews with us, we are pleased to offer you the position of Executive Sales in Sales Department with our company. Your place of work will be at Gurgaon. You are required to join us on or before 15thMay 2019

Your annual CTC of INR 3,25,000 LPA. The company shall make deductions and withholding of tax or otherwise as may be required under applicable law from your remuneration. The company would also make deductions/incentivise from the remuneration on account of performance variable applicable from time to time.

The terms and conditions of your employment, and the detailed employment contract will be issued to you on your joining and completion of joining formalities. The appointment letter will be issued to you on the date of joining, subject to receiving a relieving letter.

Please do carry the following document at the time of your joining

- 1. One set of academic qualifications and 5 recent passport size photographs
- 2. Appointment Letter of the previous company along with Relieving Letter (If Applicable)
- 3. Experience certificates/ pay slip of the last salary drawn (If Applicable)
- Photocopy (Aadhar Card/Voter ID)
- 5. Pan Ca. I and Cancelled Cheque
- 6. Police Verification / Copy of Passport
- 7. Medical Fitness Certificate

Your appointment letter, is subject to verification of documents that are required to be submitted, in case of any discrepancy the offer would be rescinded. Please send confirmation email as a token of your acceptance or acknowledge the duplicate copy of this letter.



As mentioned in your Offer Letter please find the Salary Structure mentioned below:

Remunerations	Monthly	Annually	
Basic Salary	16,000	1,92,000	
Medical Insurance	800	9600	
Conveyance	1,800	21600	
Mobile Allowance	400	4800	
Performance Linked Incentive (PLI)	6,000	84,000	
Sub-total	25,000	3,00,000	
Annual Bonus			
(Paid on a successful completion of a Year)		25,000	
стс		3,25,000	

For Tarangan Holidays Private Limited

Rakesh Kalra

Managing Director

9/19/2019

I.T.S The Education Group Mail - Fwd: Job offer in off-roll as LASF, based at Hissar



CRC Executive Officer < crc.execoff@its.edu.in>

Fwd: Job offer in off-roll as LASF, based at Hissar

1 message

Durba Roy ITS MN <crchead.mn@its.edu.in> To: CRC Executive Officer < crc.execoff@its.edu.in> Wed, May 8, 2019 at 11:47 AM

--- Forwarded message ---

From: INDRAJIT SARKAR <indrajit.s@adityabirla.com>

Date: Tue 7 May, 2019, 4:28 PM

Subject: Job offer in off-roll as LASF, based at Hissar To: razaaa453@gmail.com <razaaa453@gmail.com>

Cc: ruchi.sharma@teamlease.com <ruchi.sharma@teamlease.com>, Furkan Ali <furkan.ali@adityabirla.com>, stuti sinha

<stuti.sinha@adityabirla.com>, Durba Roy ITS MN <crchead.mn@its.edu.in>

Dear Ahmad.

Congratulations you have been selected as LASF, based at Hissar. You will be under the payroll of Team Lease. This mail is on behalf of Team Lease.

Please provide the scan copies of below mentioned documents through email to me:

- 1. All educational qualification certificates
- 2. Aadhar card
- 3. PAN card
- 4. Driving license
- 5. Blank cancelled cheque (with name mentioned on the cheque), or Pass Book's front page.
- 6. Current payslips
- 7. Current organizations appointment/contract letter

Please write down the below required details over mail body:

- 1. Fathers' name and his date of birth
- 2. Mother's name and her date of birth
- 3. If married then Spouce name and her date of birth
- 4. If have kids then their names and their date of births

Please revert as early as possible. Please note that the total size of the attachment should not increase 10 MB. All documents should be clearly scanned and shared over PDF format.





Date - 4th May 19

To, Ms. Akansha Mishra

6, Elliot Road, Meerpur Cantt, Kanpur, UP-208004

Dear Ms. Akansha,

Sub.: Initial Offer Letter for the position of Sales Executive

On the basis of your application and subsequent interviews with us, we are pleased to offer you the position of Executive Sales in Sales Department with our company. Your place of work will be at Gurgaon. You are required to join us on or before 15thMay 2019

Your annual CTC of INR 3,25,000 LPA. The company shall make deductions and withholding of tax or otherwise as may be required under applicable law from your remuneration. The company would also make deductions/incentivise from the remuneration on account of performance variable applicable from time to time.

The terms and conditions of your employment, and the detailed employment contract will be issued to you on your joining and completion of joining formalities. The appointment letter will be issued to you on the date of joining, subject to receiving a relieving letter.

Please do carry the following document at the time of your joining

- 1. One set of academic qualifications and 5 recent passport size photographs
- 2. Appointment Letter of the previous company along with Relieving Letter (If Applicable)
- 3. Experience certificates/ pay slip of the last salary drawn (If Applicable)
- 4. Photocopy (Aadhar Card/Voter ID)
- 5. Pan Card and Cancelled Cheque
- 6. Police Verification / Copy of Passport
- 7. Medical Fitness Certificate

Your appointment letter, is subject to verification of documents that are required to be submitted, in case of any discrepancy the offer would be rescinded. Please send confirmation email as a token of your acceptance or acknowledge the duplicate copy of this letter.



ANNEXURE

As mentioned in your Offer Letter please find the Salary Structure mentioned below:

Remunerations	Monthly	Annually	
Basic Salary	16,000	1,92,000	
Medical Insurance	800	9600	
Conveyance	1,800	21600	
Mobile Allowance	400	4800	
Performance Linked Incentive (PLI)	6,000	84,000	
Sub-total	25,000	3,00,000	
Annual Bonus (Paid on a successful completion of a Year)		25,000	
стс		3,25,000	

For Tarangan Holidays Private Limited

Rakesh Kalra

Managing Director

Tarangan Holidays Private Limited

Head Office: Unit 225A,B Second Floor Vipul Agora, Mehrauli-Gurgaon Road, Sector 28, Gurugram - 22001

GSTIN: 06AAECT6625P1ZT, E-mail: info@theboutiqueclub.in, web: www.theboutiqueclub.in





January 17, 2019

Mr Akash Tyagi 1/143, Subash Nagar, Nandgram Road, Sihani, Ghaziabad, UP - 201003

Dear Mr Tyagi,

OFFER OF EMPLOYMENT

We refer to your application and our recent discussions with regard to your employment

We confirm our offer of employment to you (subject to satisfactory medical examination) as Sales Officer Grade SO (Retail - Sales) at a Basic Salary of Rs. 10625/- (Rupees Ten thousand six hundred and twenty-five only) per month and a Special Allowance of Rs. 9600/- (Rupees Nine thousand and six hundred only) per month. You will also be eligible to other perquisites as applicable to the grade and spelt out in the Annexure - 1 attached

Your initial posting will be at our Bhopal Depot but please note that your services are subject to transfer to any other location in the Country, if the Company so desires.

Your association with-Berger Paints India Limited will be subject to the documents verification and subsequent background check in line with the Company policy. Post your joining if the document verification / background check reveals any discrepancy / unfavourable results, you will be liable to disciplinary action including termination of service without notice.

Your letter of appointment will be issued to you on the day you join. Kindly inform us in due course your exact date of joining, which should be on or before February 01, 2019.

Please return the duplicate copy of this letter duly signed as a token of your acceptance of our offer.

We look forward to your joining us.

Yours faithfully,

For BERGER PAINTS INDIA LIMITED

(S ROY CHOUDHURY)

GENERAL MANAGER - PERS. & IR

Encl: a) Annexure 1 & 2

b) Checklist of Mandatory Documents (if, any)

BERGER PAINTS INDIA LIMITED

Berger House, 129, Park Street, Kolkata - 700 017, Phone: 2229 9724-28, 2229 6005-06, Fax: 91-33-2249 9009/9729, www.bergerpaints.com CIN - L51434WB1923PLC004793, E-mail: consumerfeedback@bergerindla.com

BERGER PAINTS INDIA LTD

SALES OFFICER COMPENSATION DETAILS - 2019

EMOLUMENTS

Per Month Per Annum

ANNEXURE

FIXED SALARY AND ALLOWANCES			
Basic Salary	Rs	10625	12750
House Rent Allowance	Rs	1650	1980
Conveyance Allowance	Rs	1600	1920
Supplementary Allowance	Rs	1000	1200
Special Allowance	Rs Rs	9600	11520
Total Monthly Rate (A)	Rs	24475	29370
BENEFITS		La serio	
		-41	
LTA (@1 month Basic Salary)	Rs	885	10625
Medical (@ 1 month Basic Salary)	Rs	885	10625
Annual Bonus	Rs	1400	16800
Total (B)	Rs	3171	38050
RETIRALS			
PF (@12% of Basic Salary)	Rs	1275	15300
Gratuity(@15 days pay/year)	Rs	511	6133
NPS - National Pension System (@10% Basic)Optional	4,		0133
PERQUISITES			,
eliphone (Monthly Reimbursable)	Rs	500	6000
fotal (C)	Rs	2286	27433
fariable Pay			
ales incentive	Rs	10833	130000
Market Working Allowance @ Rs.3780/- p.m.	Rs	3780	45360
otal (D)	Rs	14613	175360
ross (CTC)	Rs	44545	534543
otal of A+B+C+D)			W. 40.49

NOTE:

a) Addictional benefits extended by the company as per Company policy is Group Medicialm Insurance coverage of Rs 1,50,000/-

p.a. for self and immediate family.

b) Sales inclinitive is a variable component and is calculated based on optimal performance of individual on certain value. volume, collection targets achieved on quarterly basis. The indicated figure is on a full year term, based on an assumption that you will earn 100% incentive. The actual pay out shall be based on achieved performance levels on specified performance parameters and is payable only if an individual is on the rolls of the company during the time of each pay out as per rules.

c) LTA can only be availed after completion of one year of service.

d) Annual Bonus for the period (April-March) is payable in September/October of every year.

el Domiciliary Medical Reimbursement benefit shall cover immediate family members & parents only.

1) National Persion System (NPS) is optional and is adjusted from Special Allowance to the extent of 10% of Basic, for employees interested in tax penefit.

g) I wo wheeler shall be alloted as per company scheme & individual grade entitlement.

hij Leave entitlement in a year: As applicable in the factories / depots as per local rules

i) Marker Working Allowance will be reimbursed at 8s.210/- per day for local and upcountry travel depending on the actual no. of days travelled

and monitored through Mobile App. This is a variable component calculated on specific number of visits to dealers, XP sites and retail projects. te number of visits to Depot Town will be 100 and opcountry / Other than Depot Town will be 80.





CRC Executive Officer < crc.execoff@its.edu.in>

Fwd: FW: Some resumes for the Sales Officer positions for interview tomorrow

1 message

Durba Roy ITS MN crc.execoff@its.edu.in
To: CRC Executive Officer crc.execoff@its.edu.in

Wed, May 8, 2019 at 12:06 PM

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

From: Ajay Kumar Thakur <ajaythakur@bergerindia.com>

Date: Sat 5 Jan, 2019, 7:34 PM

Subject: FW: Some resumes for the Sales Officer positions for interview tomorrow

To: Durba Roy ITS MN <crchead.mn@its.edu.in> Cc: Anil Bhatia <anilbhatia@bergerindia.com>

Madam

As discussed we have finally shortlisted following four candidates

S No.	Name	Line	Location	Remarks
1	Vikas Choudhary	Retail	Indore	
2	Akash Tyagi	Retail	Bhopal	In case after getting clearance by our HRD as this candidate doesn't have Bachelor degree in regular
3	Prerak Jain	Project	Delhi	
4	Prateek Dixit	Project	Delhi	

Regards

Ajay Thakur

From: Anil Bhatia

Sent: Thursday, January 3, 2019 10:55 AM **To:** Shailender Gupta; Ajay Kumar Thakur

Subject: FW: Some resumes for the Sales Officer positions for interview tomorrow

Please get the test done.

Anil Bhatia

Description: linkedin-email