



# SOPHIA GIRLS' COLLEGE (AUTONOMOUS), AJMER

**Session 2022-23**

**Criterion  
V**

**Student Support and Progression**

*5.2.1 Number of outgoing students who got placement during the year:*

## Name of Student- Anjali Dadhich



**PARCHAM**

Creating Victories

21 H.B. Nagar, near Igmenez ITI  
Naka Madar, Ajmer  
(8440072211, 8003907407)

**Ms Anjali Dadhich,  
Ambedkar Colony, Near Raja Kothi School,  
Gulab Bari,  
Ajmer.**

Dear Anjali,

Based on the interview and the sample of work shown by you, we are glad to generate this offer letter to you to be a part of our growing team at Parcham.

You will be working with Parcham Classes as "**Communication & Content Executive**".

You will be on OJT (On Job Training) for 3 months from the date of your joining, which shall be 3rd August'22. The duration of OJT can be extended by the organization at its sole discretion in case your performance does not meet the required standards or any other reason as deemed fit or proper by the organization.

We believe in long-term associations and so we shall have a legal agreement done for a period of 1 year after the successful completion of OJT. The agreement shall be renewed every year upon expiry, on mutually agreeable terms. In case you wish to leave the organization in between the agreed-upon period, you will be required to give two months' prior notice. Failure to serve the said notice period will result in non-payment of the financial dues standing as of that date on part of Parcham to you. During OJT, the notice period for resignation will be 1 month.

During OJT or the agreement period, if the organization does not find your work to be of satisfactory standards, the company shall resort to the termination of the employment contract by serving you 1 Month's notice.

**Official site: [www.parchamclasses.in](http://www.parchamclasses.in)  
Email: [parchamclasses06@gmail.com](mailto:parchamclasses06@gmail.com)**



## PARCHAM

Creating Victories

21 H.B. Nagar, near Igmenez ITI  
Naka Madar, Ajmer  
(8440072211, 8003907407)

During your association with Parcham, you must not undertake any other job or any freelance assignments without prior approval of the management. You are required to always abide by the rules and regulations of the organization and work with high integrity to safeguard the organization's interest. The content provided by you will come under Parcham's copyright and must not be reproduced or used anywhere by you in the future under any circumstances. Any act of violating the said rule would sadly result in immediate termination of our work relationship and Parcham will not be liable to pay any of the dues standing. Acts of breach of integrity shall also invite legal actions.

All disputes arising out of this employment, if any, shall be subject to the jurisdiction of the Ajmer Courts only.

Regards,

**Richa Sharma**  
Co-Founder  
Parcham

**Date: 30th Jul'22**

Official site: [www.parchamclasses.in](http://www.parchamclasses.in)  
Email: [parchamclasses06@gmail.com](mailto:parchamclasses06@gmail.com)

# Name of Student- Ameesha Nagrani



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

**To:** Ameesha Nagrani  
**Sub:** Offer Letter  
**Offer Date:** 27<sup>th</sup> October 2022  
**Joining Date:** 16<sup>th</sup> January 2023  
**Reference:** APPCINO/#01311

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered as your probation period, your first Year CTC will be **INR. 3,00,000/-** per Annum (wherein Provident fund and Gratuity will be a part of CTC).
2. After completion of the 1<sup>st</sup> year from your joining date, your salary will be revised to **INR. 4,00,000/-** per annum for next (Provident fund and Gratuity will be a part of CTC), after the completion of a duration of 2 years from the date of joining, package will be revised to CTC **INR. 8,00,000/-** per annum (Provident fund and Gratuity deduction will be a part of CTC).
3. Your first increment discussion will be after 36 months from the date of joining based on yours and company's performance
4. You agree to serve the company for at-least three year from your date of joining. In case you leave the employment in less than 3 years you also agree to refund the following:
  - a. Training fees of **INR 3,00,000**
  - b. Amount Company has paid as fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days paid leave per year as mentioned in the staff policy manual after the completion of probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of three years at any time by giving a 90 days' notice either by you.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_

\_\_\_\_\_

Himanshu Bhatnagar

Sr. Manger HR

# Name of Student- Simran Bhatia



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

**To:** Simran Bhatia  
**Sub:** Offer Letter  
**Offer Date:** 27<sup>th</sup> October 2022  
**Joining Date:** 16<sup>th</sup> January 2023  
**Reference:** APPCINO/#01312

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered as your probation period, your first Year CTC will be **INR. 3,00,000/-** per Annum (wherein Provident fund and Gratuity will be a part of CTC).
2. After completion of the 1<sup>st</sup> year from your joining date, your salary will be revised to **INR. 4,00,000/-** per annum for next (Provident fund and Gratuity will be a part of CTC), after the completion of a duration of 2 years from the date of joining, package will be revised to CTC **INR. 8,00,000/-** per annum (Provident fund and Gratuity deduction will be a part of CTC).
3. Your first increment discussion will be after 36 months from the date of joining based on yours and company's performance
4. You agree to serve the company for at-least three year from your date of joining. In case you leave the employment in less than 3 years you also agree to refund the following:
  - a. Training fees of **INR 3,00,000**
  - b. Amount Company has paid as fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days paid leave per year as mentioned in the staff policy manual after the completion of probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to me is at will and for an indefinite term and that such employment may be terminated after the completion of three years at any time by giving a 90 days' notice either by you.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.





www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_

\_\_\_\_\_

Himanshu Bhatnagar

Sr. Manger HR

# Name of Student- Priyal Mundra



gautam sophia <gautam@sophiacollegeajmer.in>

## Confirmation Letter to extend employment on the position of Trainee Software Engineer | To: Priyal Moondra | Appcino a Xebia Company

Himanshu Bhatnagar <himanshub@appcino.com>

Mon, Oct 10, 2022 at 7:14 PM

To: priyalmoondra30007@gmail.com

Cc: Tarun Khatri <tarunk@appcino.com>, Urmil Shekhawat <urmils@appcino.com>, Akhil Kumar Nama <akhiln@appcino.com>, Aman Jain <amanj2@appcino.com>

Bcc: gautam@sophiacollegeajmer.in

Himanshu Bhatnagar

Sr. Manager HR

Appcino Technologies Pvt. Ltd.

Priyal Moondra  
Ajmer, Rajasthan, India

Dear Priyal Moondra,

I'm pleased to announce that Appcino Technologies Pvt. Ltd. would like to extend an offer of employment to you, Priyal Moondra, for the role of Trainee Software Engineer.

If you choose to accept this offer, you will step into the role of Trainee Software Engineer and you will be expected to perform the duties outlined.

This position will be full time. The salary for this position will be.

Name Of Employee	Priyal Moondra	
Designation (To Be offered)	Trainee Software Engineer	
Location	Jaipur	
Legal Entity	Appcino Technologies Pvt. Ltd.	
Total Compensation	INR 300,000.00	
Fixed Compensation	INR 300,000.00	
Annual Bonus	INR 0.00	
Variable Bonus	INR 0.00	
One Time Joining Bonus	INR 0.00	
Compensation Details	Per Annum	Per Month
Part A- Fixed Components Payroll Salary	INR 271,185.00	INR 22,599.00
Basic Salary (50% of Fixed Compensation)	INR 150,000.00	INR 12,500.00
HRA (40% of Basic Salary)	INR 60,000.00	INR 5,000.00
Special Allowance (Balance)	INR 44,385.00	INR 3,699.00
Statutory Bonus	INR 16,800.00	INR 1,400.00
Part B- Variable Bonus Pay	INR 0.00	INR 0.00
Annual Bonus (Pay-out is at 12th Salary)	INR 0.00	-
Variable Bonus	INR 0.00	INR 0.00
Part C -Retirals & ESIC	INR 28,815.00	INR 2,401.00
Employer PF	INR 21,600.00	INR 1,800.00
Gratuity (4.81% of Basic Salary)	INR 7,215.00	INR 601.00
Employer ESIC (3.25% of Fixed Compensation)	0	0
Part D – Other Benefits	INR 3,209.00	INR 267.00
Coverage of	Self	
Premium against Insurance coverage (Group Personal Accident)		
3*Total CTC.	INR 149.00	INR 12.00

Premium against Medical Insurance	INR 3,060.00	INR 255.00
Joining Bonus (Pay-out is at 1st Salary)	INR 0.00	-
CTC Amount(A+B+C)	INR 300,000.00	INR 25,000.00
Total CTC (A+B+C+D)	INR 303,209.00	INR 25,267.00
*Group Personal Accident Cover: Is 3 Time your Total CTC	INR 900,000.00	

**Increment Details (for 3 years Agreement inclusive of PF and Gratuity)**

Annual Salary (CTC) on DOJ (Year 1)	Increment %	Annual Salary on Joining	INR 3,00,000 (1 <sup>st</sup> Year)
Increment after 1 year	33.33%	Annual Salary after 12 Months	INR 4,00,000 (2 <sup>nd</sup> year)
Increment after 2 Years	100%	Annual Salary after 24 Months	INR 8,00,000 (3 <sup>rd</sup> Year)
Increment after 3 Years	37.5%	Annual Salary after 36 Months	INR 11,00,000 (4 <sup>th</sup> Year)

**Notes:**

Salary on Date of Joining: INR 3,00,000/Year (Inclusive of PF and gratuity)

1<sup>st</sup> Increment after 1 Year – 33.33% -Salary after 1 year: INR 4,00,000/Year (Inclusive of PF and gratuity)

2<sup>nd</sup> Increment After 2 years 100% - Salary after 2 years: INR 8,00,000/year (Inclusive of PF and gratuity)

3<sup>rd</sup> Increment after 3 years 37.5%- Salary after 3 years: INR 11,00,000/year or so (Inclusive of PF and gratuity)

As a company employee, you will be expected to abide by company policies, which will be presented to you in the form of a Company Handbook on your start date.

You will also be expected to sign {non-compete/non-disclosure/intellectual property agreements/Service Agreement of 3 Years}.

This position will formally begin on your Joining date. If you choose to accept this offer, we will expect to see you at 11:30 AM on this date.

Please indicate your acceptance of this offer by replying with the following tracker.

We would require the details in the following form to release your offer letter with a confirmed Joining date.

<https://forms.gle/DRpx2D1zNf1X2cUX8>

If you have any further questions, Please reach me.



Winner List 2018  
Winner List 2019  
Winner List 2020  
Winner List 2021

**Himanshu Bhatnagar**

**Sr. Manager -HR | Appcino a Xebia Company**

Mobile: +91-9116127987

Emails: [himanshub@appcino.com](mailto:himanshub@appcino.com)

Web Site: <https://www.appcino.com> & <https://xebia.com/>

# Name of Student- Megha Ramnani



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

To: Megha Ramnan  
Sub: Offer Letter  
Offer Date: 30<sup>th</sup> January 2023  
Joining Date: 1<sup>st</sup> February 2023  
Reference: APPCINO/ #01541

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered your probation & training period. Your Stipend Will be of INR Rs 12,000(Inclusive of PF, ESIC & Gratuity)
1. After completion of your training & the employment confirmation your annual CTC will be INR 3,60,000 (PF & Gratuity are part of CTC) based on your performance.
2. You agree to serve the company for at least two years post-employment confirmation. In case you leave the employment in less than 2 years you also agree to refund the following:
  - a. Training expenses incurred by the company on you amounting to INR 4,00,000
  - b. Amount the Company has paid as a fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
  - d. Any other bonuses (if any)
- 3.1 In the event you choose to separate from the company during your probation period then you shall be liable to pay training expenses incurred on you by the company amounting INR 4,00,000.
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days of paid leave per year as mentioned in the staff policy manual after the completion of the probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to you is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice by you.
9. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_

\_\_\_\_\_

Himanshu Bhatnagar

Sr. Manger HR

# Name of Student- Alisha Siddiqui



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

To: Alisha Siddiqui  
Sub: Offer Letter  
Offer Date: 30<sup>th</sup> January 2023  
Joining Date: 1<sup>st</sup> February 2023  
Reference: APPCINO/ #01540

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered your probation & training period. Your Stipend Will be of INR Rs 12,000(Inclusive of PF, ESIC & Gratuity)
1. After completion of your training & the employment confirmation your annual CTC will be INR 3,60,000 (PF & Gratuity are part of CTC) based on your performance.
2. You agree to serve the company for at least two years post-employment confirmation. In case you leave the employment in less than 2 years you also agree to refund the following:
  - a. Training expenses incurred by the company on you amounting to INR 4,00,000
  - b. Amount the Company has paid as a fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
  - d. Any other bonuses (if any)
- 3.1 In the event you choose to separate from the company during your probation period then you shall be liable to pay training expenses incurred on you by the company amounting INR 4,00,000.
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days of paid leave per year as mentioned in the staff policy manual after the completion of the probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to you is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice by you.
9. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.





www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_

Himanshu Bhatnagar

Sr. Manger HR

# Name of Student- Yukti Jodhani



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

To: Yukti Jodhani  
Sub: Offer Letter  
Offer Date: 30<sup>th</sup> January 2023  
Joining Date: 1<sup>st</sup> February 2023  
Reference: APPCINO/ #01539

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered your probation & training period. Your Stipend Will be of INR Rs 12,000(Inclusive of PF, ESIC & Gratuity)
1. After completion of your training & the employment confirmation your annual CTC will be INR 3,60,000 (PF & Gratuity are part of CTC) based on your performance.
2. You agree to serve the company for at least two years post-employment confirmation. In case you leave the employment in less than 2 years you also agree to refund the following:
  - a. Training expenses incurred by the company on you amounting to INR 4,00,000
  - b. Amount the Company has paid as a fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
  - d. Any other bonuses (if any)
- 3.1 In the event you choose to separate from the company during your probation period then you shall be liable to pay training expenses incurred on you by the company amounting INR 4,00,000.
5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days of paid leave per year as mentioned in the staff policy manual after the completion of the probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to you is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice by you.
9. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.


We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_  
Himanshu Bhatnagar  
Sr. Manger HR

# Name of Student- Gohar Fatima



**APPCINO**  
Proudly part of Kibria

www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

---

**Offer Letter**

To: Gohar Fatima  
Sub: Offer Letter  
Offer Date: 13<sup>th</sup> Feb 2023  
Joining Date: 13<sup>th</sup> Feb 2023  
Reference: APPCINO/ #01564

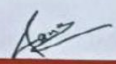
This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

Terms and Conditions:

1. First 6 months from your joining date would be considered your probation period. Your monthly stipend will be INR 12,000(Including PF, ESIC & Gratuity)
2. After completion of the Training and employment confirmation your annual CTC will be INR 3,60,000 (PF & Gratuity are part of CTC) based on your performance.
3. You agree to serve the company for at least two years post-employment confirmation. In case you leave the employment in less than 2 years you also agree to refund the following:
  - a. Training expenses incurred by the company on you amounting to INR 4,00,000
  - b. Amount Company has paid as fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
  - d. Any other bonuses (if any)

3.1 In the event you choose to separate from the company during your probation period then you shall be liable to pay training expenses incurred on you by the company amounting INR 4,00,000.

5. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
6. You will be entitled to all-inclusive Eighteen (18) days of paid leave per year as mentioned in the staff policy manual after the completion of the probation period.
7. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
8. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to you is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice by you.
9. Company has the right to terminate your contract at any moment for any disciplinary action or on account of poor performance.

  
13 Feb 2023



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- d. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony.
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules, or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

Appcino Technologies Pvt Ltd:

Employee (You):

Shivani Gupta

Snr HR Manager- Talent Acquisition

Gohar Fatima

13 Feb 2023

# Name of Student- Riya Lalwani



gautam sophia <gautam@sophiacollegeajmer.in>

Confirmation Letter to extend employment on the position of Trainee Software Engineer | To: Riya Lalwani | Appcino a Xebia Company

Himanshu Bhatnagar <himanshub@appcino.com>  
To: riyalalwani.msc@gmail.com  
Cc: Tarun Khatri <tarunk@appcino.com>, Urmil Shekhawat <urmils@appcino.com>, Akhil Kumar Nama <akhiln@appcino.com>  
Bcc: gautam@sophiacollegeajmer.in

Tue, Oct 11, 2022 at 5:29 PM

Himanshu Bhatnagar  
Sr. Manager HR  
Appcino Technologies Pvt. Ltd.

Riya Lalwani  
Ajmer, Rajasthan, India

Dear Riya Lalwani,

I'm pleased to announce that Appcino Technologies Pvt. Ltd. would like to extend an offer of employment to you, Riya Lalwani, for the role of Trainee Software Engineer.

If you choose to accept this offer, you will step into the role of Trainee Software Engineer and you will be expected to perform the duties outlined.

This position will be full time. The salary for this position will be.

Name Of Employee	Riya Lalwani	
Designation (To Be offered)	Trainee Software Engineer	
Location	Jaipur	
Legal Entity	Appcino Technologies Pvt. Ltd.	
Total Compensation	INR 300,000.00	
Fixed Compensation	INR 300,000.00	
Annual Bonus	INR 0.00	
Variable Bonus	INR 0.00	
One Time Joining Bonus	INR 0.00	
Compensation Details	Per Annum	Per Month
Part A- Fixed Components Payroll Salary	INR 271,185.00	INR 22,599.00
Basic Salary (50% of Fixed Compensation)	INR 150,000.00	INR 12,500.00
HRA (40% of Basic Salary)	INR 60,000.00	INR 5,000.00
Special Allowance (Balance)	INR 44,385.00	INR 3,699.00
Statutory Bonus	INR 16,800.00	INR 1,400.00

Joining Bonus (Pay-out is at 1st Salary)	INR 0.00	-
CTC Amount(A+B+C)	INR 300,000.00	INR 25,000.00
Total CTC (A+B+C+D)	INR 303,209.00	INR 25,267.00
*Group Personal Accident Cover: Is 3 Time your Total CTC	INR 900,000.00	
Part B- Variable Bonus Pay	INR 0.00	INR 0.00
Annual Bonus (Pay-out is at 12th Salary)	INR 0.00	-
Variable Bonus	INR 0.00	INR 0.00
Part C -Retirals & ESIC	INR 28,815.00	INR 2,401.00
Employer PF	INR 21,600.00	INR 1,800.00
Gratuity (4.81% of Basic Salary)	INR 7,215.00	INR 601.00
Employer ESIC (3.25% of Fixed Compensation)	0	0
Part D – Other Benefits	INR 3,209.00	INR 267.00
Coverage of		self
Premium against Insurance coverage (Group Personal Accident) 3* Total CTC.	INR 149.00	INR 12.00
Premium against Medical Insurance	INR 3,060.00	INR 255.00

**Increment Details (for 3 years Agreement inclusive of PF and Gratuity)**

Annual Salary (CTC) on DOJ (Year 1)	Increment %	Annual Salary on Joining	Annual Salary (CTC) on DOJ (Year 1)
		Annual Salary after 12 Months	INR 3,00,000 (1 <sup>st</sup> Year)
Increment after 1 year	33.33%	Annual Salary after 24 Months	INR 4,00,000 (2 <sup>nd</sup> year)
Increment after 2 Years	100%	Annual Salary after 36 Months	INR 8,00,000 (3 <sup>rd</sup> Year)
Increment after 3 Years	37.5%		INR 11,00,000 (4 <sup>th</sup> Year)

**Notes:**

Salary on Date of Joining: INR 3,00,000/Year (Inclusive of PF and gratuity)

1<sup>st</sup> Increment after 1 Year – 33.33% -Salary after 1 year: INR 4,00,000/Year (Inclusive of PF and gratuity)

2<sup>nd</sup> Increment After 2 years 100% - Salary after 2 years: INR 8,00,000/year (Inclusive of PF and gratuity)

3<sup>rd</sup> Increment after 3 years 37.5%- Salary after 3 years: INR 11,00,000/year or so (Inclusive of PF and gratuity)

As a company employee, you will be expected to abide by company policies, which will be presented to you in the form of a Company Handbook on your start date.

You will also be expected to sign {non-compete/non-disclosure/intellectual property agreements/Service Agreement of 3 Years}.

This position will formally begin on your Joining date. If you choose to accept this offer, we will expect to see you at 11:30 AM on this date.

Please indicate your acceptance of this offer by replying with the following tracker.

We would require the details in the following form to release your offer letter with a confirmed Joining date.

<https://forms.gle/DRpx2D1zNf1X2cUX8>



# Name of Student- Yukta Sharma



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

## Offer Letter

**To:** Yukta Sharma  
**Sub:** Offer Letter  
**Offer Date:** 5<sup>th</sup> June 2023  
**Joining Date:** 6<sup>th</sup> June 2023  
**Reference:** APPCINO/ #01657

This is with reference to your interview, we are pleased to confirm an employment offer for the post of **Trainee Software Engineer** with Appcino Technologies Private Limited, at Jaipur, under the following terms and conditions.

### Terms and Conditions:

1. First 6 months from your joining date would be considered your probation period. Your stipend for initial 6 months from date of joining will be INR 12,426/- (ESIC, PF, Gratuity are part of CTC). Your Annual CTC will be revised after 6 months & it will be INR 3,60,000(PF, Gratuity are part of CTC)
2. You agree to serve the company for at least two years from your date of joining. In case you leave the employment in less than 2 years you also agree to refund the following:
  - a. Training fees of INR 4,00,000
  - b. Amount Company has paid a fee to the recruitment consultant (if any), and
  - c. Relocation fee (if any)
3. You will not take up any other appointment or assignment during your tenure with us and will maintain strict confidentiality of all the employment and employer's information.
4. You will be entitled to all-inclusive Eighteen (18) days of paid leave per year as mentioned in the staff policy manual after the completion of the probation period.
5. This appointment is also contingent upon your adherence to the Company's policies and procedures applicable to all employees generally, and/or applicable to your position or function within the Company.
6. You agree that unless specifically stated in writing and signed by both you and an authorized officer of the Company, subject to controlling law, any employment granted to you is at will and for an indefinite term and that such employment may be terminated after the completion of two years at any time by giving a 90 days' notice by you.
3. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
4. You agree that the Company may on its own or through an external agency perform a background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
5. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object

9. Company has right to terminate your contract at any moment for any disciplinary action or on account of poor performance.
10. You agree that the Company may on its own or through an external agency perform background check on you and you have no objection to the same. The background check may involve obtaining feedback from the References provided by you.
11. You agree that, at the time you leave the employ of Company, you will deliver to Company (and will not keep in possession, recreate or deliver to anyone else) all source code, object code, hardware devices, equipment's, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, books and any other documents or property, or reproductions of any aforementioned items developed by you pursuant to employment with Company or otherwise belonging to Company, its successors or assigns.
12. General Provisions:
  - a. Entire Agreement: The Employment Contract consists of the documents listed below and the terms included therein:
    - i. Offer of Employment.
    - ii. Term of Employment.
    - iii. Employee Confidentiality, Invention Assignment and Non-Compete Agreement. The Employment Contract sets forth the entire agreement and understanding between the Company and me relating to the subject matter herein and merges all prior discussions between us. No modification of or amendment to the Employment Contract, nor any waiver of any rights, will be effective unless in writing signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of the Employment Contract. b) Governing Law; Consent to Personal Jurisdiction: The laws of the State of Rajasthan will govern the Employment Contract, and I hereby expressly consent to the personal jurisdiction of the High Court located therein for any lawsuit arising from or relating to my employment. c) Severability: If one or more of the clauses in this Terms of Employment are deemed unenforceable, then the remaining clauses will continue in full force and effect. d) Successors and Assigns: This Employment Contract will be binding upon my heirs, executors, administrators, and other legal representatives and will be for the benefit of the Company, its successors, and its assigns.
  - b. Representative Warranties:
    - i. By signing this letter, you are representing to the Company that your acceptance of this offer and agreeing to employment with the Company under these terms will not conflict with, violate or constitute a breach of any employment or other agreement to which you are a party and that you are not required to obtain the consent of any person, firm, corporation or other equity in order to accept this offer of employment.



www.appcino.com  
info@appcino.com  
0141-2703329,30,31,32

4th Floor, Patrikayan, E-5, Jhalana  
Institutional Area, Jaipur, Rajasthan,  
India - 302017

- ii. You are required to engage yourself exclusively in the work assigned by Appcino Technologies Private Limited and shall not take up any independent or individual assignment (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly.
- iii. You represent that you have provided the Company with full and accurate documentation of your last drawn compensation.
- iv. To the fullest extent permitted by law, you agree to keep the terms of this letter confidential and agree not to share them with anyone; if done so, it is at your own risk.

Further, the Company is fully authorized to take appropriate action in event of your indulging in:

- An act of fraud or dishonesty in the course of your employment with the Company
- Conviction of (or plea of no contest with respect to) a crime constituting a felony
- An act or an omission which causes you or the Company to be in violation of Central or State securities laws, rules or regulations and/or the rules of any exchange or association of which the Company is a member, including statutory disqualifications.
- Your material breach of any written policy applicable to your employment with the Company.
- Your material violation of the Company's written Confidential Agreement, a copy of which is being provided with this letter. Any intentional violation of these or any other Company procedures can result in disciplinary action being taken against you, which may result in termination of your employment with or without notice or compensation.

The terms of this offer are intended to be kept strictly confidential. Please review this letter and return a signed copy of this letter. Please initial each page in acceptance of the term's conditions set out herein.

We welcome you and wish you every success in your career at Appcino Technologies.

APPCINO:

Employee (You):

\_\_\_\_\_  
Himanshu Bhatnagar  
Sr. Manger HR

# Name of Student- Namrata Jain

DocuSign Envelope ID: 334F2F31-A000-4F62-9B3D-F894F4B5136D



**Headquarters**  
Northern Virginia, 8605 Westwood  
Centre Dr, Suite. 301, Vienna, VA,  
22182, USA

**RoboMQ Pvt. Ltd.**  
*(India Development Center)*  
307-310, Sankalp Tower, 8 Queens  
Rd, Jaipur, Rajasthan 302021, INDIA

**Date:** October 27, 2022

**Attn:** Namrata Jain

jainnandita08@gmail.com

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to offer you full-time employment position as "Associate Marketing Specialist" with effect from July 3rd 2023 (or the amended date as will be communicated by the Company), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

- Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of the Company. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- Role:** Your role will be "Associate Marketing Specialist". Your primary responsibilities will be executing multi-channel marketing campaigns, leveraging website, SEO, social, inbound marketing and email campaigns to drive lead generation. Create and publish content pool i.e graphics, visuals, videos and, content copy like case studies, blogs, whitepaper etc. to regularly engage the target audience. You might be involved in many other activities related to business working with the leadership team, as needed, to support the growth of the company. However, RoboMQ has a right to vary your role, position and/or department from time to time, according to the needs of the Company.
- Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. All allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The Company shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- Probation:** The first six (6) months of your employment is considered as probationary period. During the probation period, either party may terminate the employment without the need to provide a reason or to serve a notice period. At the end of your probation period the Company reserves the right to extend your probation period for a further period or terminate your employment. In the aforesaid two cases, the Company shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- Place of Work:** The location of your employment will be the offices of RoboMQ, Jaipur, India, currently at 307-310, Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan 302021. However, the Company may require you to travel within India or overseas or may change the location of your employment, in accordance with the Company's business needs.
- Company Policies:** You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of this knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.

21. **Waiver:** No waiver by the Company of any breach of this Letter shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Letter shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms and conditions of this Letter.
22. **Data Privacy:** You understand that the Company or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for the Company and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of the Company or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a company has offices for storage and processing.
23. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
24. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and the Company hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Jaipur and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entities(s) without our prior written consent.

We look forward to you joining us at RoboMQ. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with HR representative or the Managing Director (MD) of the India Development Center.

Very truly yours,

DocuSigned by:  


578E4300A40460  
Name: Mohan Lal Goel

MD, RoboMQ

Date: October 27, 2022

By signing this Letter, I, the undersigned, Namrata Jain, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it.
- b) I reviewed the Letter and that I understand the terms, purposes, and effects of this Letter.
- c) I signed the Letter only after having had the opportunity to seek clarifications.
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself.
- e) I executed this Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents, or employees.
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of the Company.
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein.
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract, or instrument to which I am a party or any judgment, order, or decree to which I am subject to.
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or a similar agreement with any other person or entity.
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

DocuSigned by:  
  
E41AF66AC17A4E8  
Name: Namrata Jain

10/28/2022

Date

**Remuneration Annexure [Private and Confidential]**

Total Remuneration on a Cost to Company (CTC) basis: INR 5,00,000 (Indian National Rupee Five Lakhs Only) per annum. Your base salary is INR 4,40,000 (Indian National Rupee Four Lakhs and Fourty Thousand Only) and you will also be paid a one-time retention bonus of INR 60,000 (Indian National Rupee Sixty Thousand Only) after the completion of 1 year from your joining date. A detailed breakup of the deduction and the components will be provided by the HR or the payroll department at the time of joining.

- a) You will be entitled for the PTO as per the applicable Company policy. Currently, we offer fifteen (15) days of earned personal time off (PTO) per year in addition to holidays per the current company policies. We have a five-day working week.
- b) You will be covered under employee insurance schemes, if any, as per the applicable Company policy.
- c) Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the applicable Company policy.
- d) You will be entitled to receiving gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with the Company, subject to completion of continuous service of five years with the Company. Further, and subject to the applicable Company policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- e) To the extent that you are eligible to receiving any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you will be found to be eligible to receiving bonus under the said Act.
- f) The allowances/benefits are subject to the condition that these will be provided at no additional cost to the Company. If any perquisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable. in accordance with the tax laws.
- g) Any amount under reimbursements and not claimed as above till 31<sup>st</sup> March each year will be paid as a lump sum, subject to tax, on or before April 31<sup>st</sup> of that year or upon the termination of employment, if earlier.
- h) No previous employment with an entity which is part of the RoboMQ shall count for continuity of service in relation to accumulation of social rights.
- i) You may be eligible to an annual salary review effective April 1<sup>st</sup> each year. Any increments will be discretionary and subject to and on basis of your effective performance and RoboMQ's business performance.

DocuSigned by:  
  
Mohan Lal Goel

MD, RoboMQ

Date: October 27, 2022

I, the undersigned, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:  
  
Name: Namrata Jain

10/28/2022

Date

# Name of Student- Mitali Pacherwal

DocuSign Envelope ID: CEDB3273-28D8-4323-92B7-6D26D76B3620



**Headquarters**  
Northern Virginia, 8605 Westwood  
Centre Dr, Suite. 301, Vienna, VA,  
22182, USA

**India Development Center**  
Jangid Complex, 48, 49, Kirti  
Sagar, I block, Mangyawas, Jaipur  
302020, IND.

**Date:** 5/24/2023

**Attn:** Mitali Pacherwal  
mitali.pacherwal@robomq.io

Re: Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to offer you full-time employment position as "Associate Marketing Specialist" with effect from July 01, 2023 (or the amended date as will be communicated by the Company), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "**Letter**").

- 1. Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of the Company. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you do not, for any reason whatsoever, report to work on the indicated date.
- 2. Role:** Your role will be "Associate Marketing Specialist". Your primary responsibilities will be creating inbound strategy, content writing, visual and media content creation, creating and managing inbound marketing campaigns, ads and social media management, digital marketing, email marketing, channel development, lead generation & nurturing. You might be involved in many other activities related to business working with the leadership team, as needed, to support the growth of the company. However, RoboMQ has a right to vary your role, position and/or department from time to time, according to the needs of the Company.
- 3. Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. All allowances and statutory benefits will be structured in accordance with the Company's compensation guidelines. The Company shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest / penalty thereon.
- 4. Probation:** The first six (6) months of your employment is considered as probationary period. During the probation period, either party may terminate the employment without the need to provide a reason or to serve a notice period. At the end of your probation period the Company reserves the right to extend your probation period for a further period or terminate your employment. In the aforesaid two cases, the Company shall intimate to you in writing regarding the extension or the termination. If, no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work:** The location of your employment will be the offices of RoboMQ, Jaipur, India, currently at Jangid Complex, 48, 49, Kirti Sagar, I Block, Mangyawas, Jaipur, Rajasthan 302020. However, the Company may require you to travel within India or overseas or may change the location of your employment, in accordance with the Company's business needs.
- 6. Company Policies:** You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of this knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities:** You are required to perform duties and take up responsibilities, as may be



administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for the Company and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of the Company or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a company has offices for storage and processing.

23. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
24. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and the Company hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Jaipur and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entities(s) without our prior written consent.

We look forward to you joining us at RoboMQ. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to get in touch with HR representative or the Managing Director (MD) of the India Development Center.

Very truly yours,

DocuSigned by:



EE00D47B7C8247B

Name: Mohan Lal Goel

MD, RoboMQ

Date: 5/24/2023

By signing this Letter, I, the undersigned, Mitali Pacherwal, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it.
- b) I reviewed the Letter and that I understand the terms, purposes, and effects of this Letter.
- c) I signed the Letter only after having had the opportunity to seek clarifications.
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself.
- e) I executed this Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents, or employees.
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of the Company.
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein.
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract, or instrument to which I am a party or any judgment, order, or decree to which I am subject to.
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or a similar agreement with any other person or entity.
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

DocuSigned by:  
Mitali Pacherwal  
004650E040404E2  
Name: Mitali Pacherwal

5/24/2023

Date

# Name of Student- Yashika Pandey

DocuSign Envelope ID: 1D2D61A3-66D4-403E-8468-759BD590FA8E



**Headquarters**  
Northern Virginia 8605,  
Westwood Center Dr, Suite 301,  
Vienna, 22182

**India Development Center**  
307-310, Sankalp Tower, 8 Queens  
Rd, Jaipur, Rajasthan 302021, IND

**Attn:** Yashika Pandey  
pandeyyashi6601@gmail.com

**Re: Internship Offer Letter**

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to extend to you this offer of internship as "**Associate, Software Engineer**".

You are required to report on or before **January 3rd 2022** failing which the offer will stand withdrawn unless any written communication on extension of date is approved by the undersigned or designated management representative. Your work location will be 307-310 Sankalp Tower, 8 Queens Rd, Jaipur, Rajasthan - 302021. Your primary responsibilities will be software development, design, testing, working with US based team of RoboMQ, pre-sales activities and other tasks and responsibilities as assigned from time to time.

You will be on internship till you have successfully completed a total of 115 working days out of total 196 days of the internship duration from the start date of your internship. After your internship, you may be offered to continue as full-time employee subject to your performance. During the internship you will be paid INR 10,000 (Ten Thousand) per month. You are expected to complete full 6 months of internship to be eligible to receive internship completion certificate.

Upon transition to full-time employment, you will be paid an annual CTC (Cost to Company) INR 7.0 LPA (Indian National Rupee Nine Lakhs Per Annum Only) less applicable taxes and withholdings, payable monthly. The CTC also includes an annual bonus of INR 60,000 (Sixty Thousand Only) which will be payable after completion of 12 months from your Full-Time Employment Date. Once you become Full-Time Employee, you will have 15 days of personal time off (PTO) per year in addition to holidays, as per the current company policy along with a five-day working model. A separate employment letter would be issued upon conversion to full time employment.

During your internship, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of internship, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. All trade secrets, mechanisms, patents, copyrights, sales contacts that you are involved in are to be treated with confidence and it remains intellectual property of the company.

We are offering you this internship on the assumption that the particulars provided are correct, and you have not concealed or withheld any relevant facts. If it is found to the contrary, your offer with the company shall stand terminated and cancelled with or without notice.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

[www.RoboMQ.io](http://www.RoboMQ.io)

Ph: (800) 880-3714

SaaS and IoT Integration Platform

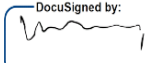
**Please sign and return to us the duplicate copy of this letter as token of your acceptance.**

On your first day at work or the joining date, you are required to carry the original along with a copy of each of the below mentioned documents, in absence which your on-boarding may be withheld.

1. RoboMQ Internship Offer Letter acceptance copy (Self-attested)
2. Copy of Resume (Self- attested)
3. Educational Marksheets (Secondary, Senior Secondary, Graduation and P.G certificates if any) (Self- attested)
4. 2 Passport Size photograph
5. PAN Card
6. Address and ID Proof (Aadhar Card)
7. Cancelled Cheque

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days.

Very truly yours,


DocuSigned by:  
  
576FE4300A40469...

Name: Mohan Lal Goel

MD, RoboMQ

Date: 10/13/2022

I accept the internship with the Company on the terms and conditions set out in this letter.

DocuSigned by:  
  
A51EF1353BF9493...

Name: Yashika Pandey

10/13/2022

Date



Jun 28, 2023

Yashika Pandey  
Gurgaon

**Letter of Offer**

Dear Yashika,

**Congratulations!** We are pleased to welcome you to Hilti India Family.

We would like to formally offer you the position of **Associate Reporting Analyst** with Hilti India Private Limited ("the Company") at **Gurgaon**. This is a full-time position and normal working hours will be from 9 AM to 6 PM five days a week and the last Saturday of each month is also a full working day.

We would like you to start on **24 Jul 2023** at 0900 hours and get in touch with the HR department on your joining date to complete all joining formalities and orientation. In case you do not report on the said date, your offer will stand cancelled. The offer is subject to a positive background check.

Yours sincerely  
for Hilti India Private Limited

**Shweta Arora**  
Head- HR Shared Services

Hilti India Pvt. Ltd.

6th Floor, Building 8, Tower C,

DLF Cyber City, Phase-II, Gurgaon – 122 002

P +91 124 41309908 | Hilti Toll Free No. 1800 102 6400 www.hilti.in

Registered Office: A-16, Block B-I, Mohan Co-operative Industrial Estate Ltd., New Delhi 110044

# Name of Student- Kratika Mundra

DocuSign Envelope ID: 39B5D171-9D25-4C69-ADB5-B6F62B50F89F



Headquarters  
Northern Virginia  
8605, Westwood Center Dr, Suite  
301, Vienna, VA, 22182, USA

RoboMQ Pvt. Ltd.  
(India Development Center)  
Jangid Complex, 48, 49, I Block,  
Kirti Sagar, Mangyavas, Jaipur,  
Rajasthan 302020, IND

**Date:** 05/19/2023

**Attn:** Kratika Mundra  
kratika.mundra@robomq.io

**Re:** Offer of employment at RoboMQ Pvt. Ltd.

On behalf of RoboMQ Pvt. Ltd. (the "Company"), I am pleased to offer you full-time employment position as Associate Software Engineer with effect from July 01, 2023 (or the date when you will complete the required tenure of your internship as per the internship policy), under the Terms and Conditions of employment detailed in this Letter (hereinafter referred to as the "Letter").

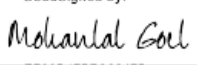
- 1. Commencement Date:** The formal commencement date of employment is the date you are added to the payroll of the Company. The Terms and Conditions of this Letter shall automatically be treated as withdrawn, null and void, if you, for any reason whatsoever, do not report to work on the indicated date.
- 2. Role:** Your role will be "Associate Software Engineer". Your primary responsibilities will be software development, design, testing, functional validation, user acceptance & UX testing, working with US based team of RoboMQ, presales activities and other tasks as assigned from time to time. However, RoboMQ has a right to vary your role, position and/or department from time to time, according to the needs of the Company.
- 3. Remuneration:** The details of your salary and other benefits, to which you are entitled, are annexed to this Letter. All allowances and statutory benefits will be structured in accordance with the Company's compensation guidelines. The Company shall withhold or deduct the amount of taxes and contributions from any amounts payable to you as may be required to be withheld pursuant to any applicable law or regulation. In case of any under-withholding, you shall be responsible for paying the necessary tax and any interest / penalty thereon.
- 4. Probation:** The first six months of your employment is considered a probationary period. During the probation period, either party may terminate the employment without the need to provide a reason or to serve a notice period. At the end of your probation period, the Company reserves the right to extend your probation period for a further period or terminate your employment. In the aforesaid two cases, the Company shall intimate to you in writing regarding the extension or the termination. If no such communication is received by you from the Company at the end of the probation period, your employment with the Company shall automatically stand confirmed from the end of your probation and no separate confirmation Letter will be issued to this effect.
- 5. Place of Work:** The location of your employment will be the offices of RoboMQ, Jaipur, India, currently at Jangid Complex, 48, 49, I Block, Kirti Sagar, Mangyavas 302022, Jaipur, Rajasthan. However, the Company may require you to travel within India or overseas or may change the location of your employment, in accordance with the Company's business needs.
- 6. Company Policies:** You agree to abide by all the Company's rules and regulations that now exist and/or may hereafter be promulgated. It shall be your duty to study and know the rules immediately upon joining the Company or immediately upon their promulgation. Should you have any queries or concerns pertaining to such rules and regulations, it shall be your duty to seek clarifications from the HR department and lack of this knowledge shall not be construed as a reasonable excuse for breach of any rules or regulations.
- 7. Duties and Responsibilities:** You are required to perform duties and take up responsibilities, as may be assigned to you by your manager. You shall not refuse to perform other incidental duties and undertake connected responsibilities as and when called upon. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and in accordance with the Company's policies

22. **Data Privacy:** You understand that the Company or any of its affiliated entities and its or their duly authorized agents and employees will be asking for your consent to hold and process, both electronically and manually, the data (including personal sensitive data and information contained in e-mail and attachments to email) they collect, store and/or process which relates to you for the purpose of the administration of their employees and business and compliance with applicable laws, procedures and regulations. It may also be necessary for the Company and/or any of its affiliated entities to forward such data to competent authorities (including tax authorities), future employers and potential buyers of the Company or businesses, accounting, auditors, lawyers and other external advisors or vendors, whether they are located in your country of employment or in other countries, to other offices it may have or to another affiliated entity outside your country of employment where such a company has offices for storage and processing.
23. **Severability:** If any of the restrictions, limitations or obligations herein are deemed by a court of competent jurisdiction to be invalid, illegal or unenforceable, then the scope of such restriction, limitation or obligation shall be limited to the maximum limit permitted by law, and such restrictions, limitations or obligation be severable to the extent of any invalidity, and the invalidity or unenforceability of any such restriction, limitation or obligation shall not affect the validity of other terms and conditions entered into.
24. **Governing Law and Jurisdiction:** This Letter shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Letter. You and the Company hereby irrevocably submit to the exclusive jurisdiction of any competent courts situated at Jaipur and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.

Please indicate your acceptance of this offer by signing below and returning it to us within three (3) business days. Our offer for employment under the terms and conditions specified in this Letter shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time. You are required to treat this Letter and its contents as strictly confidential and should not disclose the same to any person or entities(s) without our prior written consent.

We look forward to you joining us at RoboMQ. In case you have any questions or would like to discuss the terms and conditions of this Letter, please feel free to contact HR representative or the Managing Director (MD) of the India Development Center.

Very truly yours,

DocuSigned by:  
  
Name: Mohan Lal Goel

MD, RoboMQ

Date: 5/19/2023

By signing this Letter, I, the undersigned, Kratika Mundra, accept the terms and conditions as stated in this Letter and acknowledge and represent the following:

- a) I have been provided with a copy of this Letter for review prior to signing it.
- b) I reviewed the Letter and that I understand the terms, purposes, and effects of this Letter.
- c) I signed the Letter only after having had the opportunity to seek clarifications.
- d) I was not subjected to duress or undue influence of any kind to execute this Letter and this Letter will not impose an undue hardship upon myself.
- e) I executed this Letter of my own free will and without relying upon any statements made by the Company or any of its representatives, agents, or employees.
- f) This Letter is in all respects reasonable and necessary to protect the legitimate business interests of the Company.
- g) I have all requisite power and authority, and do not require the consent of any third party to sign this Letter and grant the rights provided herein.
- h) The execution, delivery, and performance of this Letter by me does not and will not conflict with, breach, violate or cause a default under any agreement, contract, or instrument to which I am a party or any judgment, order, or decree to which I am subject to.
- i) I am not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or a similar agreement with any other person or entity.
- j) I confirm my agreement to the terms of this Letter, and will comply with every undertaking specified thereto; and
- k) I am legally permitted to reside and be employed in India.

DocuSigned by:  
  
303852282886491...  
Name: Kratika Mundra

5/20/2023

Date

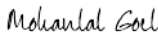


**Remuneration Annexure [Private and Confidential]**

**Total Remuneration on a Cost to Company (CTC) basis:** Your CTC is INR 7,00,000 (Indian Rupee Five Lakhs Eighty Thousand Only) per annum. Your base salary is INR 6,40,000 (Indian Rupee Five Lakh Twenty Thousand Only) per annum, and you will also be paid one-time retention bonus of INR 60,000 (Indian Rupee Sixty Thousand Only) after completion of 1 year from your full-time employment date. A detailed breakup of the deduction and the components will be provided by the HR or the payroll department.

- a) You will be entitled to the PTO as per the applicable Company policy. Currently, we offer fifteen (15) days of earned personal time off (PTO) per year in addition to holidays per the current company policies. We have a five-day working week.
- b) You will be covered under employee insurance schemes, if any, as per the applicable Company policy.
- c) Your salary and other benefits shall be subject to deduction of taxes and other statutory deductions, contributions as appropriate and consistent with the Indian tax regulations and other such laws, rules and regulations as applicable to employee remuneration under the law of the land and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to property of the company and all other matters as governed by the applicable Company policy.
- d) You will be entitled to receive gratuity under the Payment of Gratuity Act, 1972 upon termination of your employment with the Company, subject to completion of continuous service of five years with the Company. Further, and subject to the applicable Company policy as may be applicable from time to time, the upper ceiling will be the amount as may be prescribed by the Payment of Gratuity Act, 1972.
- e) To the extent that you are eligible to receive any statutory bonus under The Payment of Bonus Act, 1965, any such bonus payment shall be made to you under the terms and conditions of the said Act, as may be from time to time. Please note that any such payment shall only be relevant if you are found to be eligible to receive a bonus under the said Act.
- f) The allowances/benefits are subject to the condition that these will be provided at no additional cost to the Company. If any prerequisite value is applicable to any of these allowances/benefits or any tax payable subsequently, the employee shall be liable to pay such additional tax as may be applicable. in accordance with the tax laws.
- g) Any amount under reimbursements and not claimed as above till 31<sup>st</sup> March each year will be paid as a lump sum, subject to tax on or before April 31<sup>st</sup> of that year or upon the termination of employment, if earlier.
- h) No previous employment with an entity which is part of the RoboMQ shall count for continuity of service in relation to accumulation of social rights.
- i) You may be eligible to receive an annual salary review effective April 1<sup>st</sup> each year. Any increments will be discretionary and subject to and on the basis of your effective performance and RoboMQ's business performance.

DocuSigned by:



Mohan Lal Goel

MD, RoboMQ

Date: 5/19/2023

I, the undersigned, acknowledge that I have received a copy of this Letter, read it carefully and confirm my agreement to it, and will comply with every undertaking specified thereto. I accept employment with the Company on the terms and conditions set out in this letter.

DocuSigned by:



Name: Kratika Mundra

5/20/2023

Date

# Name of Student- Bhavika Jain

DocuSign Envelope ID: C70C3EBB-E44D-42BF-8289-8EBE97510BC7

Deutsche Bank Group  
Deutsche India



**Bhavika Jain**  
386, Pragati Nagar, Kotra  
Ajmer- 305001, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

April 24, 2023

## Employment Agreement

Dear Bhavika,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("The Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Payments Processing Analyst**.

Your local grade as per the Internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at Jaipur, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Bhavika Jain

Deutsche India Pvt. Ltd. (Formerly known as DIOI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 5, Nilton Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 053, India. CIN: U72900MH2005PTC158278

1



Bhavika Jain

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters Id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 01/08/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Bhavika Jain  
Date:

Signature:

25 April 2023 | 4:53 PM SGT

# Name of Student- Dakshta Ajwani

DocuSign Envelope ID: 075089A0-C8AC-4FCF-9F16-13A7619C8972

Deutsche Bank Group  
Deutsche India



Dakshta Ajwani  
2/185, Ganesh Talab  
Basant Vihar  
Kota – 324009, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

May 17, 2023

## Employment Agreement

Dear Dakshta,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Know Your Client (KYC) Analyst**.

Your local grade as per the internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Jaipur**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Dakshta Ajwani

1

Deutsche India Pvt. Ltd. (Formerly known as DBOI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 6, Nirlon Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 063, India. CIN: U72900MH2005PTC158278



Dakshita Ajwani

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

**Enclosures:**

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

**ACCEPTANCE**

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 01/08/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Dakshita Ajwani  
Date: 18 May 2023 | 11:06 PM SGT

Signature: *Dakshita Ajwani*

# Name of Student- Himani Bishnoi

DocuSign Envelope ID: 5C229BE8-2466-4E06-8A1F-11F524CBCFC3

Deutsche Bank Group  
Deutsche India



**Himani Bishnoi**  
**Kothi No.167, Nikhil Nagar**  
**Bikaner- 334001, India**

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037  
Tel +91 (141) 711 4224/ 4128

April 20, 2023

## Employment Agreement

Dear Himani,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Know Your Client (KYC) Analyst**.

Your local grade as per the internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Jaipur**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Deutsche India Pvt. Ltd. (Formerly known as DBOI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 6, Nirlon Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 063, India. CIN: U72900MH2005PTC158278

1



Himani Bishnoi

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
**Deutsche India Pvt. Ltd**

**Authorized Signatory  
Human Resources**

**Authorized Signatory  
Human Resources**

**Enclosures:**

Schedule I: Company's "General Terms and Conditions of Service"  
Schedule II: Remuneration & Allowance Details  
Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 21/06/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Himani Bishnoi  
Date:

Signature:

21 April 2023 | 2:48 PM SGT

# Name of Student- Rajnandini Soni

DocuSign Envelope ID: C02C9419-08AD-4DF3-9167-F7CAC858C0EA

Deutsche Bank Group  
Deutsche India



**Rajnandini Soni**  
**Gali No. 5, Vigyan Nagar, Adarsh Nagar**  
**Ajmer- 305001, India**

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

April 28, 2023

## Employment Agreement

Dear Rajnandini,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Know Your Client (KYC) Analyst**.

Your local grade as per the internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Jaipur**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Deutsche India Pvt. Ltd. (Formerly known as DBOI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 6, Nirlon Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 063, India. CIN: U72900MH2005PTC158278

1





Rajnandini Soni

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
**Deutsche India Pvt. Ltd**

**Authorized Signatory  
Human Resources**

**Authorized Signatory  
Human Resources**

**Enclosures:**

Schedule I: Company's "General Terms and Conditions of Service"  
Schedule II: Remuneration & Allowance Details  
Annexure I: Document Submission Guidelines

**ACCEPTANCE**

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 26/06/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Rajnandini  
Date:

28 April 2023 | 9:25 PM SGT

Signature:

# Name of Student- Nikita Thadani

DocuSign Envelope ID: 160C6519-C083-4240-8799-0682782E0F2B

Deutsche Bank Group  
Deutsche India



**Nikita Thadani**  
Jeevatram Colony, Ajay Nagar  
Ajmer- 305001, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

May 12, 2023

## Employment Agreement

Dear Nikita,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule 1 of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Know Your Client (KYC) Analyst**.

Your local grade as per the Internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Jaipur**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Nikita

Deutsche India Pvt. Ltd. (Formerly known as DIND Global Services Pvt. Ltd.) Registered Office: Block R-4, R-5, Level 5, Nilson Knowledge Park, Off. Western Express Highway, Goregaon (West), Mumbai 400 063, India. CIN: U72900MH2005PTC198278

1



Nikita Thadani

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters Id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 01/08/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Nikita Thadani  
Date: 22 May 2023 | 10:15 PM SGT

Signature:

# Name of Student- Divya Ahilani

DocuSign Envelope ID: 4F75D936-1A8E-4C83-AEF7-320B3F7947B

Deutsche Bank Group  
Deutsche India



Divya Ahilani  
H. No. 308, Raja, Maheesh Nagar  
Madanganj, Ajmer - 305801  
Rajasthan, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jalpur 302 037

Tel +91 (141) 711 4224/ 4128

April 18, 2023

## Employment Agreement

Dear Divya,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("The Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Collateral Management Analyst**.

Your local grade as per the Internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Jalpur**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

1

Deutsche India Pvt. Ltd. (Formerly known as DRCI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 5, Niton Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 055, India. CIN: U72900MH-2005PTC158278



Divya Ahilani

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters Id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 01/08/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Divya Ahilani  
Date:

Signature:

20 April 2023 | 2:12 AM SGT

# Name of Student- Bhoomika Sharma

DocuSign Envelope ID: BF55EB03-8551-4C88-87E8-1B1B32A9F76F

Deutsche Bank Group  
Deutsche India



**Bhoomika Sharma**  
A-415, Near City Square Mall  
Panchsheel Nagar, Ajmer-305001  
Rajasthan, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

March 10, 2023

## Employment Agreement

Dear Bhoomika,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be **Reference Data Analyst**.

Your local grade as per the internal grading system will be **Grade 7**.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at Jaipur, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

1

Deutsche India Pvt. Ltd. (Formerly known as DROI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 5, Nitron Knowledge Park, Off. Western Express Highway, Sarajwari (East), Mumbai 400 053, India. CIN: U72900MH2005PTC156276



Bhoomika Sharma

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters Id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 25/07/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Bhoomika Sharma  
Date:

Signature:

14 March 2023 | 12:41 PM SGT

# Name of Student- Simran Yadav

DocuSign Envelope ID: A708BCF8-7865-4EAC-A071-79F24437547E

Deutsche Bank Group  
Deutsche India



**Simran Yadav**  
House No. 339, HBU Nagar  
Extension, Kotra, Ajmer – 305001  
India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037

Tel +91 (141) 711 4224/ 4128

May 31, 2023

## Employment Agreement

Dear Simran,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with Deutsche India Pvt. Ltd (the "Company"). Deutsche India Pvt. Ltd is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be Know Your Client (KYC) Analyst.

Your local grade as per the Internal grading system will be Grade 7.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at Jaipur, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

1

Deutsche India Pvt. Ltd. (Formerly known as DROI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 5, Nilton Knowledge Park, Off. Western Express Highway, Goregaon (East), Mumbai 400 065, India. CIN: U72900MH2005PTC158278





Simran Yadav

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters Id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

Schedule I: Company's "General Terms and Conditions of Service"  
Schedule II: Remuneration & Allowance Details  
Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

01/08/2023

I confirm that I will report to work on \_\_\_\_\_, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Simran Yadav  
Date:

Signature:

01 June 2023 | 1:00 PM SGT

# Name of Student- Varsha Jangid

DocuSign Envelope ID: E8C80637-A4D1-47A8-800D-53E2893822D  
Deutsche India



Varsha Jangid  
Gall No. 4, Plot No. 40  
Hanuman Nagar, Bithariganj  
Ajmer- 305001, India

Deutsche India Pvt. Ltd.  
Evolve, Mahindra Technology Park  
Tower A1, Mahindra World City - SEZ  
off Ajmer Highway, Jaipur 302 037  
Tel +91 (141) 711 4224/ 4128

May 12, 2023

## Employment Agreement

Dear Varsha,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with Deutsche India Pvt. Ltd (the "Company"). Deutsche India Pvt. Ltd is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your functional title will be Know Your Client (KYC) Analyst.

Your local grade as per the Internal grading system will be Grade 7.

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at Jaipur, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

Varsha Jangid

1

Deutsche India Pvt. Ltd. (Formerly known as DIOI Global Services Pvt. Ltd.) Registered Office: Block B-4, B-5, Level 5, Nilon Knowledge Park, Off. Western Express Highway, Goregaon (West), Mumbai 400 063, India. CIN: U72900MH2005PTC159279



Varsha Jangid

e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters ID; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.

Yours sincerely,  
Deutsche India Pvt. Ltd

Authorized Signatory  
Human Resources

Authorized Signatory  
Human Resources

Enclosures:

Schedule I: Company's "General Terms and Conditions of Service"  
Schedule II: Remuneration & Allowance Details  
Annexure I: Document Submission Guidelines

#### ACCEPTANCE

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on 01/08/2023, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Varsha Jangid  
Date: 12 May 2023 | 8:14 PM SGT

Signature: Varsha Jangid

# Name of Student- Akansha Mittal



**ALLEN Career Institute Private Limited**

Ref RT / 9552  
Ms. Akansha Mittal  
#7665661996 | akanshamittal7764@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Akansha,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN Career Institute Pvt. Ltd.** Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Social Studies Department (PNCF Division) and will be initially posted at our Vadodara Centre.

2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.

Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.

3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A" .

4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.

5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:

- Latest C.V. / Resume.
- Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
- Resignation Letter with acknowledgment.
- Relieving and Experience letter from the previous employer.
- Salary Slips of last 3 months.
- Six recent passport size photographs.
- Form 16 of last two financial years & Bank statement of last 6 months.
- One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
- PAN Card (3 copies).
- Aadhar Card (3 copies).
- Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).

6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANEKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Khushboo Kanwar



**ALLEN** Career Institute Private Limited

Ref RT / 9553  
Ms. Khushboo Kanwar  
#6377636024 | shekhawatkhushi553@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Khushboo,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Social Studies Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Divya Kaushal



**ALLEN Career Institute Private Limited**

Ref RT / 9554  
Ms. Divya Kaushal  
#7427048325 | divyaka20@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Divya,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN Career Institute Pvt. Ltd.** Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Chemistry Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A" .
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheet/Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

## Name of Student- Anjali Goad



**ALLEN** Career Institute Private Limited

Ref RT / 9555  
Ms. Anjali Goad  
#8426899344 | anjaligoad2001@gmail.com

03-Apr-23

### LETTER OF OFFER

Dear Anjali,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in English Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Simran Dewani



**ALLEN Career Institute Private Limited**

Ref RT / 9556  
Ms. Simran Dewani  
#8696600849 | simrandewani83@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Simran,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN Career Institute Pvt. Ltd.** Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Chemistry Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query free fee to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131



# Name of Student- Gargi Tiwari



**ALLEN** Career Institute Private Limited

Ref RT / 9557  
Ms. Gargi Tiwari  
#9462313193 | tiwarigargi189@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Gargi,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Mental Ability Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Divya Uttamchandani



**ALLEN Career Institute Private Limited**

Ref RT / 9558  
Ms. Divya Uttamchandani  
#7014440912 | divyuttamchandani3@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Divya,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Biology Department (PNC Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.

Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.

3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A" .
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheet/Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

## Name of Student- Deeya Arora



**ALLEN** Career Institute Private Limited

Ref RT / 9559  
Ms. Deeya Arora  
#7597402306 | deeyasarora02@gmail.com

03-Apr-23

### LETTER OF OFFER

Dear Deeya,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Chemistry Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.

Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.

3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Aaliya Gouri



**ALLEN Career Institute Private Limited**

Ref RT / 9560  
Ms. Aaliya Gouri  
#6330619099 | aaliyagouri9@gmail.com

09-Apr-23

## LETTER OF OFFER

Dear Aaliya,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN Career Institute Pvt. Ltd.** Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Social Studies Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.

Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.

3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A" .
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheet/Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Anshul Tak



**ALLEN Career Institute Private Limited**

Ref RT / 9561  
Ms. Anshul Tak  
#9414851888 | anshultak888@gmail.com

03-Apr-23

## LETTER OF OFFER

Dear Anshul,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN Career Institute Pvt. Ltd.** Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Mental Ability Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.

Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.

3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A" .
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheet/Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2751129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).

Wishing you all the best for a great career with ALLEN!

Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

Registered Office: "SANKALP" CP-6, Indra Vihar, Kota, Rajasthan 324005, India | Tel.: +91-744-2757575  
Website: [www.allen.ac.in](http://www.allen.ac.in) | Email: [info@allen.ac.in](mailto:info@allen.ac.in) | CIN: U80100RJ2021PTC077131

# Name of Student- Sakshi Khandelwal



**ALLEN** Career Institute Private Limited

Ref RT / 9850  
Ms. Sakshi Khandelwal  
#6378625643 | khandelwalsakshi157@gmail.com

20-Apr-23

## LETTER OF OFFER

Dear Sakshi,

Based on your job application submitted and the interview discussions you had with us, we are pleased to offer you an Employment with **ALLEN** Career Institute Pvt. Ltd. Details of the terms and conditions of the offer are as under:

1. You will be appointed as Trainee Lecturer in Biology Department (PNCF Division) and will be initially posted at our Vadodara Centre.
2. Your date of Joining will be 03-Jul-2023 and you are required to report at 10:00 AM at ALLEN Career Institute Pvt. Ltd., # 8, Sakar Bungalow, 1st Floor, Beside Aditya Imaging Center, Akota, Vadodara for completing your joining formalities.  
Contact Person (Mobile No.): Ms. Vaishali Rana | #08511142769.
3. Your CTC will be INR 3.00 Lakh per annum as per the attached "Annexure A".
4. Your employment will be subject to the Terms & Conditions, as per the Appointment Letter / Employee Agreement, which you need to sign at the time of joining.
5. Please bring along the below-listed documents in original and 1 set of Photocopy on your day of joining:
  - a) Latest C.V. / Resume.
  - b) Academic Marksheets Semester/Year wise and Certificates (all from 10th to Highest).
  - c) Resignation Letter with acknowledgment.
  - d) Relieving and Experience letter from the previous employer.
  - e) Salary Slips of last 3 months.
  - f) Six recent passport size photographs.
  - g) Form 16 of last two financial years & Bank statement of last 6 months.
  - h) One cancelled cheque (with your name printed on it) or photocopy of front page of passbook of any existing bank account.
  - i) PAN Card (3 copies).
  - j) Aadhar Card (3 copies).
  - k) Address Proof (Voter ID / Driving License / UID / Passport) (3 copies).
6. As a token of your acceptance of this offer, please reply to this email.  
For any query feel free to contact us on all working days at #0744-2731129. You may also send your query to [careers@allen.ac.in](mailto:careers@allen.ac.in).


Wishing you all the best for a great career with ALLEN!





Yours truly,  
For ALLEN Career Institute Pvt. Ltd.

Head of HR

## Out of Campus Placement

Name of Student- Jheel Gangwal

Interview Result - The Trend  
Media Inbox 

 connect@thetrendme... Jul 11    
to me 

This Email is in reference to the interview conducted on 5th July,2023. We feel honored to announce that you have been shortlisted for working at The Trend Media. We believe that your knowledge and skills would be an ideal fit for our team and we hope that you will enjoy your designated role and make a significant contribution to the overall success of The Trend Media.

The skillset shown by you in the interview was commendable and you successfully met all our parameters and expectations.

**Few points to take note of:**

- You will be working with us 6 days a week.
- The minimum notice period will be of 15 days in any reason whatsoever .
- You will be getting a pay of INR 10,000 for the first month following months can be discussed mutually.
- Your Date of joining will be 17th July,2023.

We hope that this decision makes a significant change in your life and adds weightage to your CV, in addition to that we assure you that this opportunity will be full of new learnings and new experiences adding feathers to your cap.

Team The Trend Media once again congratulates you for successfully clearing the interview round and making it through

## Name of Student- Shreyanshi Mittal



Digi astro technologies pvt Ltd,  
Advent Atria Chincholi Bunder  
Rd, Malad, Nadiyawala Colony 2,  
Malad West, Mumbai,  
Maharashtra 400064

### INTERNSHIP OFFER LETTER

Dear Shreyanshi,

This is in response to the interview you had with us. We are pleased to present you with the offer of joining our organization as a "Onboarding Intern" starting 25th Sep 2023.

The terms and conditions concerning the internship are as follows:

1. Internship Period:

You will be entitled to work as an intern for a period of at least 3 months which can be further extended depending on your performance.

2. Stipend:

You will be entitled to a monthly stipend of Rs 12,000 per month during this period. This will not include any other benefits.

3. Posting:

You will be working from home, 6 days a week in Rotational Shifts.

4. Notice Period:

The company has the right to terminate you on the grounds of breach of terms and conditions or misconduct or violation of rules and regulations without any notice and settlements.

Your performance will be reviewed from time to time during the period and depending on the same you will get a permanent offer. In case, your performance is not found in accordance with the standards then you will be terminated.

Kindly sign the copy of this letter to accept the above-mentioned terms and conditions.

We welcome you to Divine Talk and wish you a bright career with us.

Regards,

*Bhumika*

БНУМІКА  
Human Resource Manager





# Name of Student- Divya Kanojiya



Date: 6<sup>th</sup>-Aug-2023  
Location: Ajmer

STRICTLY PRIVATE & CONFIDENTIAL

## APPOINTMENT LETTER

Ms. Divya Kanojiya,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in GHRIS Training LLP, subject to your acceptance of the terms and conditions mentioned below:

A) Role	:	Human Resource
B) Designation	:	HR Recruiter
C) Date of Joining	:	7 <sup>th</sup> -Aug-2023
D) Salary Per Month	:	10,000/-
E) Reporting	:	Kartikay Singh

### 1. Prerequisites:

You have to bring 2 copies of your recent Passport size color photographs and the original certificates for our verification along with one set of copies of all certificates as per your qualification as mentioned in your CV. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

### 2. Posting:

Your place of work will be across the INDIA.

### 3. Reporting Date:

You will be reporting to Manager. You are requested to bring this offer letter at the time of your joining.

### 4. Probationary Period:

- A) You will be on Probation for a period of 3 months from the actual date of your joining, which may be extended by the GHRIS Training LLP depending on your performance.
- B) You will be continued to be on probation unless and until you are expressly confirmed in the regular service of the company on successful completion of your probation, as may be judged by the Management Committee you may be confirmed, if your services are found satisfactory.

**Genesis HRS** Powered By GHRIS Training LLP, C-108, Wsiteria Fortune, Marunjee Road, Bhumkar Sqaure, Wakad, Pune 411057, Contact:- +919890724422, Email:-ganesh.shahapure@genesishrservices.in

We welcome you to the GHR Training LLP family and wish you a rewarding career over the years to come.

For GHR Training LLP  
For GHR TRAINING LLP



Authorised Signatory

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:

Location: Ajmer

\_\_\_\_\_  
Signature

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Company. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Letter of Offer shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

**Genesis HRS** Powered By GHR Training LLP, C-108, Wsiteria Fortune, Marunjee Road, Bhumkar Sqaure,  
Wakad, Pune 411057, Contact:- +919890724422,Email:-ganesh.shahapure@genesishrservices.in

**Name of Student- Avjyot Kaur Abboveja**



Dear Avjyot Abboveja,

We are excited to give you this offer of employment for the position of Junior Recruiter with Catalyst IQ. Please review the summary of the terms and conditions of our company.

If you accept this offer letter, your start date will be 3rd October, 2022.

If you accept this offer letter, please find attached terms and conditions of your employment. By 1st October, 2022, we would like to receive your response.

We are looking forward to your joining us.

Best regards,

Siddharth Maholia

Founder, Catalyst IQ



+91 98336 66182

**Name of Student- Himavi Ezra Lee**



Dear Himavi,

Congratulations on your offer to join Genpact! We are thrilled to have you as part of the team. We look forward to getting you onboard at the earliest.

We have forwarded your query to the concerned team and they will reach out to you shortly on your registered e-mail address/contact no.

All the best for an exciting journey of transformation at Genpact!

Please feel free to contact us in case you need any further information or clarification.

**Name of Student- Anusha Mathur**

## Offer Letter - Anusha Mathur

Inbox



Kartikay Singh 7 Jul



to me, Diksha, Jahanvi ▾

Hi Anusha,

I am pleased to extend the following offer of employment to you on behalf of Genesis HR Services. You have been selected for the role of HR Recruiter. Congratulations!

We believe that your knowledge, skills and experience would be an ideal fit for our Genesis HR Services team. We hope you will enjoy your role and make a significant contribution to the overall success of Genesis HR Services.

Please take the time to review our below attached offer. It includes important details about the terms and conditions of your anticipated employment with

# Name of Student- Tripti Sharma



info@growthwizards.co.in

Date: 1st August 2023

To,  
Tripti Sharma  
Ajmer  
+917976824255  
sharmatripti2106@gmail.com

## Appointment Letter

Dear Tripti,

We are pleased to offer you employment in Growth Wizards as a **Lead Generation Trainee**. We are eager to have you as part of our dynamic workforce. I anticipate your prospective skills as a valuable contribution to our company and clients. Your date of appointment is 1-08-2023. You are appointed as a trainee for a period of three months. After Completion you may be absorbed under the regular role of the company or on probation depending upon your performance and your salary shall be revised accordingly.

### **Working Hours**

Your working hours shall be from 9:30 a.m to 6:00 p.m (Monday-Saturday). However, you may also be required to avail yourself outside these stipulated hours if the need arises.

### **Salary**

As a **Lead Generation Trainee**, you will be entitled to a monthly Salary of Rs 16,000/- (Rupees Sixteen Thousand per Month). Which shall be paid on or before the 7th of next month.

**Notice Period** : During Training Period Your Notice Period for Exit shall be 7 Days

### **Place of Work**

Your current location would be at Ajmer.

### **Leave**

You shall not be eligible for any leaves during the training period. As and when you are confirmed as an employee of the company, you would be eligible for the leave as per the rules applicable in the company, which shall be intimated to you.



+91 9352 969 413



www.growthwizards.co.in



info@growthwizards.co.in

### Copyrights and Ownership

You shall not work with any other company either full time or part-time in a capacity that would create a conflict of interest with the company. You will also ensure that the company's documents and licenses are kept confidential.

During your working period with the company, you are duty-bound to obligate your time completely to the work of the company.

Study the appointment letter and kindly return a signed copy of this letter, which would signify your acceptance along with a copy of your Aadhar Card and Bank Details.

Once more we welcome you to our innovative and dynamic team of our company GROWTH WIZARDS and look ahead to have a rewarding association with you.

With Best Wishes,

For GROWTH WIZARDS

ACCEPTED

(PARTNER)

Tripti Sharma

**Name of Student- Cindrella M Robert**



**APPOINTMENT ADVICE**

**Dear Ms. Cindrella M Robert,**

This has reference to your application and subsequent interview. We are pleased to appoint you as an **Accounts Executive in AFC Department** at our back-office, Ajmer on the terms and conditions discussed and agreed by you and as embodied in this letter of appointment.

You are advised to report to our HR Department at C-165, Satguru Overseas, Panchsheel Nagar, Ajmer, on **1<sup>st</sup> August 2023** for Induction and Training Program.

- ✓ This appointment is effective from **1<sup>st</sup> August 2023**, the date of your joining in our organization.
- ✓ Your Per Month Employment Cost to the Company would be **15,000/- (Fifteen Thousand Only)**.
- ✓ You will be on probation for 3 months [probation period can be extended up to six (6) months based on your performance].
- ✓ Your initial place of working will be Ajmer; however the company may transfer you to another location on a need basis post consultation with you.
- ✓ Your detailed Statement of Compensation is enclosed as Annexure 1 and the Terms and Conditions of the Employment are mentioned in Annexure 2, attached herewith.

**We welcome you to Satguru family and look forward to a fruitful collaboration.**

With Best Wishes  
for M/s Satguru Overseas  
Partnership Firm  
Ajmer  
HR Department

**Satguru Overseas**

Accepted: \_\_\_\_\_

(Signature of Cindrella M Robert)



# Name of Student- Sehreen Kamaal Shah

## JAIPUR RUGS

Regd. Office: Jaipur Rugs Company Pvt. Ltd.  
G 250 Mansarovar Ind. Area, Jaipur 302020, Rajasthan  
Tel + 91 141 7103400 | www.jaipurrugs.com  
CIN: U17225RJ2006PTC022728

29<sup>th</sup> May 2023

Ms. Sehreen Kamaal Shah  
Q.No.36, Shastri Nagar , Lohagal  
Road , Ajmer, Rajasthan -305001

### Appointment letter

Dear Ms. Sehreen,

The management of the company welcomes you to the Jaipur Rugs family and wishes you a successful association. The terms and conditions of your employment are as follows:

- 1. Designation/Department/Place of work-** You are appointed as **Management Trainee (Level-L2)** in **Social Department** with effect from **12<sup>th</sup> June 2023** at **Jaipur Rugs Company Pvt Ltd, for Rajasthan location** and you will report to **VP (Social Department)** . Your reporting structure/place of work is subject to change based on organizational requirement.
- 2. Compensation-** Your annual cost to company will be **Rs.4,06,440/-**. The detail salary break up (subject to statutory deduction, as per applicable law) is as under: -

COMPENSATION SHEET		
<b>Name : Sehreen Kamaal Shah</b>	<b>Designation: MT</b>	
<b>Department : Social Development</b>	<b>Role:</b>	
Salary Heads	Monthly Earnings	Yearly Earnings
Basic	16,000	1,92,000
House Rent Allowance	6,400	76,800
Special Allowance	7,600	91,200
<b>Total (A)</b>	<b>30,000</b>	<b>3,60,000</b>
Yearly / Two Yearly / Quarterly Earnings		
Bonus	700	8,400
Organisation Performance Linked Incentive	2,400	28,800
<b>Total (B)</b>	<b>3,100</b>	<b>37,200</b>
Retiral Benefit		
Gratuity	770	9,240
<b>Total (C)</b>	<b>770</b>	<b>9,240</b>
<b>Grand Total (A+B+C)</b>	<b>33,870</b>	<b>4,06,440</b>

\*The offer is contingent based on the referral checks.

- 3. Medical insurance** - This shall be applicable as per company policy.
- 4. Gratuity** - This shall be applicable as per statutory norms.
- 5. Ex-Gratia** - This shall be applicable as per statutory norms.
- 6. Organisation Performance Linked Incentive** – This shall be paid as per company's policy.
- 7. Loyalty Bonus** - This shall be paid after completion of 2 years' service if applicable. The same will

Name of Student- Sneha Patni



**शंकर पाईल्स**  
क्लिनिक एण्ड रिसर्च सेन्टर

**डॉ. यशवंत कुमार पाटीक**  
( गुदा रोग विशेषज्ञ, क्षार सूत्र )  
B.A.M.S. (PUNE) D.E.M.S (UK)  
Reg. No. 24822 (Raj.)

Rx

**Industrial Certificate**

15th May 2023

To Whom It May Concern This is to certify that **SNEHA PATNI** was working with Shankar Piles Clinic and Research Center Pvt. Ltd. as Work Force Management for 6 months starting from 1st February 2023 to till now. During her tenure with Shankar Piles Clinic and Research Center Pvt. Ltd. we found **Sneha Patni** to be honest, hardworking & responsible. She has done an exemplary job while working with us and has always maintained professional relations with the team and colleagues We wish her all the best in her future endeavors.

For Shankar Piles Clinic and Research Center Pvt. Ltd

Dr. Yashwant Pareek  
(Authorised Signatory)



गांधी नगर , रुपनगढ़ रोड, मदनगंज-किशनगढ़, मोबाईल 92143 18085, 84  
E-mail dryashpareek1982@gmail.com visit us : www.shankarpilesclinic.com

## Name of Student- Sakshi Sharda



### Offer Letter

**Ms. Sakshi Sharda**

Jaipur

Subject: Letter of Offer for the post of **Business Analyst**

Dear Sakshi Sharda,

It is our pleasure to announce that, you have been selected in our company W3Speedup as Business Analyst. Firstly, we would like to congratulate you on securing this job.

We believe that you would perfectly suit this job profile based on your prior experience and skills.

Kindly find the following confirmation of the specifics of your internship:

**Position Title: Business Analyst**

**Date of Joining:** January 16<sup>th</sup>, 2023

**Timings:** 11.00 AM to 8.00 PM

**Stipend Duration:** 15<sup>th</sup> of every Month

**Stipend :** 9,000/- (Included Food Allowance)

**Leave Policy:** No paid leaves

**Working Days:** 5 Days (Sat. & Sun. Fixed off)

**Note:** The Salary will be calculated on the basis of working days in a month (excluding fixed off), so if you are taking any extra leave then the calculation of deduction will be on the basis of working days calculation. (For ex: 20000/22\*No of days of leave).

This letter contain **Annexure-A** (Salary Structure) and **Annexure-B** (Terms & Condition).

Kindly submit the duplicate copy of this letter in lieu of your acceptance and keep your HR discussion confidential.

We look forward to work with you!

A handwritten signature in blue ink, appearing to read 'Anand Patel', is written over a light blue rectangular background.

Authorized Signatory

**Human Resource Department||W3Speedup**

## Name of Student- Anisha Jain



**Balaji Websoft Technology Pvt. Ltd.**  
A-37, Nemi Nagar,  
Vaishali Nagar, Jaipur-302021  
Phone: +91-141- 4037813  
Email: info@baltech.in  
Website: [www.baltech.in](http://www.baltech.in)  
CIN: U72900RJ2008PTC027260

Ref No.:- BT/HRD/23/09/22/002

Date: 22<sup>nd</sup> September, 2023

To,

Miss Anisha Jain

Mansarovar Colony,  
Pancholi Chauraha,  
Ajmer, Rajasthan.

**Subject:** Letter of offer to join **Balaji Websoft Technology Pvt. Ltd.** as **Business Analyst**.

With reference to your Interview conducted in our office premises on **21<sup>st</sup> September, 2023**, we are pleased to inform you that your credentials are matching our requirements. We are pleased to offer you an employment with **Balaji Websoft Technology Pvt. Ltd.** as a **Business Analyst**. This offer is subjected to the Standard Terms and Conditions of Employment by **Balaji Websoft Technology Pvt. Ltd.** and also will be governed by the policies, rules and guidelines of the Company. The offer is based on broad terms explained to you during your **interview**.

While on this contract you would be based in **Jaipur** and work towards specific targets.

By accepting this offer you are also confirming that:-

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions.
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.
3. Company is not liable for any past dues owed by you as part of termination of any previous employments.
4. You will maintain **confidentiality** of all work done within **Balaji Websoft Technology Pvt. Ltd.** You will be on probation for a period of **three months** from the date of joining; where necessary, the probation period may be extended as considered necessary by the company.
5. You will adhere to quality standards prescribed and followed by **Balaji Websoft Technology Pvt. Ltd.**
6. You will adhere to all terms and conditions as appropriate outlined by the policies and practices of Balaji Websoft Technology Pvt. Ltd.

The starting salary for this position is **Rs.30,000/- per month [annualized to Rs.3,60,000]**, payable in accordance with **Balaji Websoft Technology Pvt. Ltd.** standard payroll practices for salaried employees. Your income would be subject to standard deductions as per Income Tax rules.

Website Design and Development

# Name of Student- Kavya Ajmera



## Offer Letter

**Ms. Kavya Ajmera**

Jaipur

Subject: Letter of Offer for the post of **Web Developer**

Dear Kavya Ajmera,

It is our pleasure to announce that, you have been selected in our company W3Speedup as Web Developer. Firstly, we would like to congratulate you on securing this job.

We believe that you would perfectly suit this job profile based on your prior experience and skills.

Kindly find the following confirmation of the specifics of your internship:

**Position Title:** Web developer

**Date of Joining:** January 16<sup>th</sup>, 2023

**Timings:** 11.00 AM to 8.00 PM

**Stipend Duration:** 15<sup>th</sup> of every Month

**Stipend :** 10,000/-(Included Food Allowance)

**Leave Policy:** No paid leaves

**Working Days:** 5 Days (Sat. & Sun. Fixed off)

**Note:** The Salary will be calculated on the basis of working days in a month (excluding fixed off), so if you are taking any extra leave then the calculation of deduction will be on the basis of working days calculation. (For ex: 20000/22\*No of days of leave).

This letter contain **Annexure-A** (Salary Structure) and **Annexure-B** (Terms & Condition).

Kindly submit the duplicate copy of this letter in lieu of your acceptance and keep your HR discussion confidential.

We look forward to work with you!

A handwritten signature in blue ink, appearing to read 'Anwarul Haque'.

Authorized Signatory

**Human Resource Department||W3Speedup**

# Name of Student- Dikankshi Chattree

Page No. : 1



MS DIKANKSHI CHATTREE  
190/13 LANE NO.2 GULAB BARI  
AJMER AJMER

AJMER 305001  
RAJASTHAN INDIA  
JOINT HOLDERS :

Nomination : Registered

Account Branch : AJMER - RAJASTHAN  
Address : AMC NOS 13/10 & 14/10  
NEAR SUCHANA KENDRA  
ADJ. TO SWAMI COMPLEX  
City : AJMER 305001  
State : RAJASTHAN  
Phone no. : 18002026161  
OD Limit : 0.00  
Currency : INR  
Email : DIKANKSHICHAYTEE@GMAIL.COM  
Cust ID : 242751125  
Account No : 50100634275362 OTHER  
A/C Open Date : 04/07/2023  
Account Status : Regular  
RTGS/NLFT IFSC: HDFC0000205 MICR : 305240002  
Branch Code : 205 Product Code : 105

From : 01/05/2023 To : 31/10/2023

## Statement of account

Date	Narration	Chq./Ref.No.	Value Dt	Withdrawal Amt.	Deposit Amt.	Closing Balance
05/08/23	SALARY	000000000430317	05/08/23		14,851.00	14,851.00
06/09/23	SALARY MAHARAJA AGRSEN PUBLIC SCHOOL	000000000400899	06/09/23		14,851.00	29,702.00
14/09/23	ACH C- CENTRAL BOARD OF SEC-000000000000	0000007012128257	14/09/23		1,200.00	30,902.00
01/10/23	CREDIT INTEREST CAPITALISED	000000000000000	30/09/23		102.00	31,004.00
06/10/23	SALARY ,AJARAJA AGRASEN PUBLIC SCHOOL	000000000430317	06/10/23		14,851.00	45,855.00

STATEMENT SUMMARY :-  
Opening Balance  
0.00

Dr Count	Cr Count	Debits	Credits	Closing Bal
0	5	0.00	45,855.00	45,855.00

Generated On: 29-Nov-2023 23:54

Generated By:  
242751125

Requesting Branch Code: NET

*Sr Pearl*  
Dr. Sr. Pearl  
PRINCIPAL  
SOPHIA GIRLS' COLLEGE  
(AUTONOMOUS)  
AJMER