

Name: Tushar R Vasistha

Mr. Tushar R Vasistha got offer letter from UPNEXT CAREER but He Joined Janaswamy Associates  
Appointment order of Janaswamy Associates is provided



May 01, 2023

Mr. Tushar R Vasistha

Dear Mr. Tushar R Vasistha

Sub: Appointment Letter.

With reference to your application and the subsequent interview and based on the discussions we have had, we are pleased to appoint you as an in UI/UX Designer. Your all inclusive package will be Rs 25,000/- (subject to deduction of tax and other statutory payments as may be applicable).

You will be on probation for a period of six months unless extended, and during the probationary period, your appointment would be liable to be terminated upon three Month notice by either side. If we are satisfied with your progress during your probationary period, then your appointment will be confirmed with effect from the date of expiry of your probationary period. After confirmation, your appointment will be liable to be terminated upon three month's notice by either side.

Please sign and return the duplicate copy of this letter as a token of your acceptance of the above offer and report for duty at office on May 01, 2023. Please note that your official appointment is subject to verification of your references and the information submitted in your Form submitted by you.

Your services will be for different locations / branches of the company, solely at the discretion of the company. Please note that the company will take no responsibility for finding accommodation for you, either at the place of your first appointment or at the places where to your services may be required from time to time.

The company reserves the right at its sole discretion to alter, amend or substitute without notice these terms of appointment or any one or more of them, either generally or in the application thereof, to specified employees, the facilities to which you are eligible will be governed by the terms of appointment as applicable to you in force from time to time and no claim will be entertained on the basis of superseded terms.



Contd.2.

Looking forward to a long and prosperous relationship with you.

Yours Faithfully,

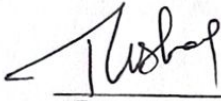
For JANASWAMY ASSOCIATES



Authorized Signatory



I, Mr. Tushar R Vasishta hereby agree to the Company Code of Practice, Ethics & Conduct for Employees as well as the Mis-selling/Misrepresentation and Confidentiality/Non-Disclosure Policy and agree to indemnify and keep Janaswamy Associates fully indemnified and safe and harmless at all times against all/any consequences arising by the breach of my appointment and shall immediately reimburse, pay to Janaswamy Associates on demand all damages, loss, cost, expenses or any charges that Janaswamy Associates may be required to suffer, pay or incur in connection therewith.



(Employees Signature)

Bengaluru

(Place and Date)

Offer Accepted:

Yes

Date:

5-5-2023

Encl: (I) Annexure - I on Confidentiality  
(II) Annexure - II on Code of Practices, Ethics and Conduct

Name: Swathi U

Ms. Swathi U got offer letter from IMMENSHERE but She Joined JVV Electronics Private Limited  
Appointment order of JVV Electronics Private Limited is provided



**JVS ELECTRONICS  
PRIVATE LIMITED**

#121, Manchanayakanahalli, Bangalore Mysore Highway,  
Bidadi, Ramanagara District - 562 109, Karnataka, India  
Ed: Bangalore@jvselectronics.in

Ref: HR/APP/2023-24  
16/12/2023

To  
Ms. Swathi U  
No.10, Bhagyashree nilaya,  
Kanakapura main road  
Bengaluru - 560062

**APPOINTMENT LETTER**

Dear Ms. Swathi U,

With reference to the discussions, interview and on successful completion of recruitment screening process we had with you, we have pleasure in appointing you as "Executive - Traction business" in our Organisation effective 15.11.2023 on the following terms and conditions:

**1.PLACE OF POSTING**

Your posting will be at **Bangalore**.

However, during employment with the Company, you may be posted / transferred to any of the offices / departments / projects / divisions / subsidiaries / associates / units of the Company presently existing or to be set in future at any other location in India or abroad, in whose running and administration, the Management has interest, without any additional remuneration. In such case, you will be governed by the policies and statutory requirements of that location or Company.

**2.COMPENSATION**

You will be entitled to the salary and perquisites as listed below. Compensation is a confidential matter strictly between yourself and the Company. It has been determined based on numerous factors as your job, competencies, specific background and professional merit. You are expected to keep this information and any changes made therein from time to time personal and strictly confidential.

Your compensation on a cost to company basis will be INR 2,50,381/- (Rupees Two lakh fifty thousand Three hundred and eighty one only) per annum.

BASIC	₹11,730.00
DEARNNESS ALLOWANCE	₹3,747.00
HRA	₹2,933.00
<b>GROSS SALARY (A)</b>	<b>₹18,410.00</b>
EMPLOYER CONTRIBUTION TOWARDS PF	₹1,857.00
EMPLOYER CONTRIBUTION TOWARDS ESI	₹598.00
<b>TOTAL EMPLOYER CONTRIBUTION (B)</b>	<b>₹2,365.00</b>
<b>TOTAL MONTHLY CTC (A+B)</b>	<b>₹20,865.00</b>
EMPLOYEE CONTRIBUTION TOWARDS PF	₹1,857.00
EMPLOYEE CONTRIBUTION TOWARDS ESI	₹138.00
<b>DEDUCTIONS (C)</b>	<b>₹1995.00</b>
<b>NET TAKE HOME (A-C)</b>	<b>₹16,414.00</b>
<b>ANNUAL CTC</b>	<b>₹2,50,381.00</b>



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Bidadi, Ramanagara District - 562 109, Karnataka, India  
✉ bangalore@jvselectronics.in

### 3. EDUCATION ALLOWANCE

You will be entitled to claim reimbursement of education expenses for your first two children on production of proof of payment and certificate of progress, subject to a maximum of Rs per annum. This allowance will have to be claimed every year and can't be accumulated.

### 4. LEAVE

You are entitled for the leave in accordance with the company leave policy & guidelines

### 5. PROVIDENT FUND & GRATUITY SCHEME

On joining, you will be entitled to the benefits of Provident Fund and Gratuity scheme based on the basic salary as per the Company rules and regulations enforced from time to time and subject to such limitations as may be prescribed under Law in force. You will be required to submit necessary enrollment / transfer forms to the HR Department.

### 6. COMPENSATION PROGRESSION

Future increase in your compensation and future prospects in the company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors and company's performance. Such increase in no case shall be automatic and/or a matter of right.

### 7. MEDICAL FITNESS & VERIFICATION OF PARTICULARS

Your appointment is subject to:

- a) You being declared and remaining medically fit by a Medical Officer authorized by the Company or by a Doctor specified by the Company. The Management has the right to get you medically examined by any certified Medical Practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.
- b) If at any time it emerges that any information furnished by you in your application for employment or during the selection process were false or incorrect or unsatisfactory or that any material or relevant information had been suppressed or concealed or exaggerated willfully, your services would be liable for termination at any time without any notice or any compensation in lieu thereof, without prejudice to the right of the Company to take disciplinary action against you.



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### 8. PROBATION

On joining the Company you shall be on probation for Six Months, during this period, your employment may be terminated on giving one month notice. You are also at liberty to resign from the services of the Company by giving one month physical working days ( 30 days) notice in writing. Further, unless otherwise communicated to you in writing, your services shall not stand confirmed at the end of the period of probation.

### 9. TERMINATION OF PERMANENT SERVICE

- a) You will retire from the service of the company on completion of 58 years of age, reckoned in accordance with the English calendar.
- b) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
  - i) Return to work within 3 days from the commencement of such absence and
  - ii) Give an explanation to the satisfaction of the Management regarding such absence.
- c) Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. Breach by you of any of the conditions mentioned in this letter of those in any of the Annexures hereto including that of "Code of Conduct and Non-disclosure agreement", will render your service liable to termination without any notice or payment in lieu of such notice.
- d. The company shall have the right to suspend you pending disciplinary proceedings and till imposition of punishment and will be dealt as per applicable enactments governing the same.
- e. Your employment is liable to be discontinued in case of any breach of contract by you, such as jointly or individually participating in any form of strike, boycotting work, disobedience to the orders of superiors, refusing in to discharge the given assignment, directly or indirectly supporting the strike of the unionized workers, legal or illegal.
- f. You will be covered and bound by the model standing orders, service rules and regulations including conduct, discipline, executive instructions, administrative orders and any such other rules or orders of the Company as are in force or as may be amended / modified or introduced in future. On your accepting this offer, you will be expected to sign "The Code of Conduct & Non- disclosure agreements", which shall be binding on you throughout your employment with the Company.



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- g. After the confirmation of your services can be terminated by giving notice of two months or payment of Basic salary in lieu thereof on either side. However, in event of your resignation, the Company in its sole discretion will have an option to accept the same and release you prior to completion of the stipulated notice period of 2 months, without any pay in lieu of the notice period.
- h. On resignation from your end, you are required to serve 2 months ( 60 days) of physical working days as notice period, you are not allowed to avail any leave during the notice period. In case of any leave availed, the notice periods also will be extended based on the number of days leave taken by you.
- i. On termination of this contract, you are required to return all assets and property of the Company, all correspondence, specifications, formula, books, documents, effects, market data, cost data, drawings or records etc., belonging to the Company or relating to its business and shall not retain or make any copies of these items.
- j. On cessation of employment with the Company, you shall not join the Company's competitors for a period of two year from the date of such cessation of employment. Any such violation will be dealt in accordance with law and appropriate loss or damage to business will be claimed from you.

### 10. DUTIES AND RESPONSIBILITIES

- a) The Company will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.
- b) You shall, during your service with us, devote your entire time and attention to the Company's or other business entrusted to you. You shall not engage yourself in any outside work over and above your legitimate work in the company on duty days, on holidays or when you are on leave. You will not undertake any direct/indirect business or work, honorary or remuneratory except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
- c) You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which may be your privilege to know by virtue of your being our employee.
- d) You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.



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- e) You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or in favor of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.
- f) You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- g) You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

### 11. GENERAL

- a) You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by the Company and you specifying minimum number of years you will serve the company after such training and providing for payment of liquidated damages by you to the Company proportionate to the years of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.
- b) You will be covered and bound by the service rules and regulations including conduct, discipline, executive instructions, administrative orders and any such other rules or orders of the Company as are in force or as may be amended / modified or introduced in future. On your accepting this offer, you will be expected to sign "The Code of Conduct", which shall be binding on you throughout your employment with the Company.



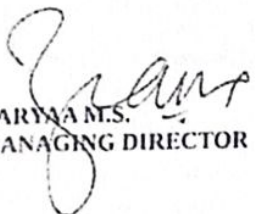
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- c) The Company reserves to itself and shall have the right to vary or modify at any time, any or all of the provisions pertinent to NDA & IPA. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment. You will also keep the Company duly informed in writing, if you are bound by any confidentiality or other similar agreements with any of your previous employers and you shall keep us indemnified at all times from and against the consequences of any breach of any such agreements.
- d) All the salary components which may fall up in the attached documents are subject to the Income Tax Rules and same would be included in the taxable income and taxed as appropriate based on the Income Tax rules existing from time to time. The Company will deduct taxes as appropriate and consistent with the Indian Tax Registration. You will be responsible for your tax liabilities under all - applicable tax laws and regulations.
- e) This letter constitutes the complete understanding between you and company regarding terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this agreement will be effective only if it is in writing, signed by both parties.
- f) Your age mentioned in the Matriculation / Higher Secondary Certificate or any such valid document which can qualify as base for age proof will be deemed to be the conclusive proof of your date of birth.
- g) You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent to your last furnished/recorded address, shall be deemed to have been served on you
- h) You will intimate in writing to the Management any change of address within a week from change of the same. Any notice required to be given to you shall be deemed to be duly and properly served on you, if delivered to you personally or any communication sent on your last recorded address with the Company.
- i) In case of any dispute, the jurisdiction to entertain and try such dispute shall vest exclusively in a court in the state of Karnataka.

We look forward to your joining for a long, successful and pleasant association.

For JVS ELECTRONICS PVT. LTD.

  
AARYNA M.S.  
MANAGING DIRECTOR



Name: Aishwarya S

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12th May 2022,

Ms. Aishwarya S

**EMPLOYMENT CONTRACT**

Dear Aishwarya

Subsequent to the discussions between Avaali Solutions and yourself, we're pleased to make an offer of employment on the following terms and conditions:

1. Appointment:
  - a. You will be appointed as an Intern for the first 6 (Six) months during the training period and upon completion of training period you will be confirmed as Associate Consultant (Career Level T1A).
  - b. Your commencement will be not later than at 9:00 am on 16<sup>th</sup> May 2022.
  - c. You shall be based in Bangalore but will serve the company at any of its offices, subsidiaries, or associate companies in any location within or outside India.
  - d. On joining, you shall report to Jaideep M S and in his absence any other person nominated by him.
  - e. Your employment is subject to your providing documentary proof of your last drawn salary, educational qualifications, and work testimonials if any, and is also conditional upon you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
2. Remuneration
  - a. Your annual CTC will be Rs. 3 (Three) lakhs per annum. However, for the first 2 months you will be paid a salary of Rs.10000/- (Ten Thousand) only. The difference in your salary for the first two months will be paid after 12 months of your association with us.
  - b. You shall be paid a basic salary of INR 92,580 per annum.
  - c. In addition to (a) above you shall be entitled to a Flexible Compensation Plan of a sum of INR 1,60,810 per annum. A detailed schedule of Flexible Compensation plan is attached as Appendix A.
  - d. The sum total of (a) and (b) above is referred to as "Total Fixed Pay". Your Total Fixed Pay will be INR 2,64,500 per annum.
  - e. Your eligibility for initial salary reviews will be after completion of 12 months from the date of joining and your salary review will take place along with the general review date for all Avaali employees on a pro-rated basis. This will be based on your work performance - increments are therefore granted on merit only.



6. Performance of Duties &

Conflict of Interest

- a. You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the company and shall faithfully and diligently perform these in compliance with established policies and procedures endeavouring to the best of your ability to project and promote the interests of the company
- b. You shall not except with the written permission of the company engage directly or indirectly in any other business, occupation, or activity whether as principal-agent or otherwise which will be detrimental whether directly or indirectly to the company's interests
- c. You shall keep strictly confidential details of your salary and employment benefits within and outside the company
- d. You shall not disclose or divulge any confidential information related to the company's business or its customers which may come to your knowledge or possession during the tenor of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties
- e. You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, diskettes, photograph or such other proprietary information relating to the company's business
- f. You shall not for a period of 1 year after the termination of your employment directly or indirectly compete with the company and will not become an employee of any other entity (including client) which carries on or controls a business which is in competition with the business of the company (including any principal vendor of Avaali). Without prejudice to the generality of the foregoing, you will not directly or indirectly own, operate, manage, join, control or participate in the ownership, management, operation or control of such entity whether in corporate, proprietorship or partnership firm or otherwise
- g. You shall at all times conduct yourself in an ethical, professional and honest manner. You or your immediate family member shall not use your position in Avaali for personal gain or take advantage of a business relationship which Avaali may have with the customer, partner or supplier. Should there be any instance of your family member or you using your position to threaten, coerce or cajole favours for personal gain from a customer, partner or supplier, you will be dismissed instantly and prosecuted to the full extent of the law

7. Annual Leave

- a. Post completion of your probation period, you will be entitled to an Annual Leave of:
  - 15 days of Privilege Leave (PL) in a calendar year or pro-rated as the case may be from the date of confirmation. The employee will eligible for such PL calculated at 1.25 days leave for every month of service.
  - 10 days of sick leave as per company policy.
- b. An employee on probation will be eligible for 5 days of Sick Leave or pro-rated as the case may be
- c. All leave will be as per the company policy that will be enforced from time to time



8. **CHANGES TO POLICIES:** The company may at any time and in its sole and absolute discretion modify, vary, suspend and amend any policies from time to time.
9. **INTELLECTUAL PROPERTY RIGHTS**  
The company retains ownership of the intellectual property rights relating to inventions, patents and copyrights concerning work undertaken while in the employment of the company and you shall co-operate fully in transferring, registering or in any way securing such rights for the benefits of the company and / or defending such rights as may be required of you by the company
10. **TRAVEL / TRANSPORT BENEFITS**  
The company shall provide you with reimbursements or allowances for cost incurred in travelling on company's business in accordance with prevailing company policy
11. **TAXES**
  - a. The company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you
12. **WORKING HOURS**  
Normal hours are determined by the company but you shall undertake to work outside of these hours, where necessary and reasonably required, in response to work exigencies. Our current standard working hours are 9:00 AM to 6:00 PM, Monday – Friday.
13. **TERMINATION OF EMPLOYMENT**
  - a. Either the company or you may at any time terminate this agreement by giving in writing to the other party THREE months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have been accrued to you during the period or remaining period of notice. It is however the discretion of the company to consider accepting payment in lieu of notice period. Such decision ultimately rests with the company management.
  - b. Accrued leave is not to be offset from the notice period except with the express written permission of the company
  - c. For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the company whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party
  - d. The company shall have the right to terminate your employment without notice or payment in lieu thereof if,
    - i. Your performance does not meet the company expectation
    - ii. You commit any material breach of any of your duties and responsibilities under this contract
    - iii. You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment



- iv. You become insolvent or bankrupt or are charged with any criminal offence which is prejudicial to the interests of the company
- v. The company is restricted from continuing to employ you by reasons of any other legal incapability
- e. You undertake to return in good working condition save for normal wear and tear all property belonging to the company at the end of your employment and agree to reimburse to the company for all losses if the property is lost or damaged

**14. BUSINESS ATTIRE**

- a. While Avaali believes in comfort and flexibility in the work place, we also believe that it is important to create a professional and business like image. Our dress code for all male staff is long sleeved shirt with a tie, long trousers and co-ordinating shoes and socks. For staff who have customer contact, a suit, coat or jacket is recommended. Female staff members are required to be in formal Western or Indian business wear

**15. RETIREMENT**

- a. You shall retire on your 60th birthday or the last day before this if your birthday does not fall on a working day

**16. ALTERATIONS**

- a. The above terms may be modified by the company from time to time in writing and such variations shall be binding on you

**17. JURISDICTION**

- a. Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore, India

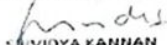
**18. CODE OF CONDUCT**

- a. You shall dutifully observe the Company's Code of Conduct which forms an integral part of the employment contract

On behalf of Avaali Solutions, I'm delighted to extend this offer and ask that you confirm your acceptance by signing and returning the duplicate copy of this letter within 1 day of the date indicated above, beyond which the offer will automatically be lapsed.

Yours sincerely,

FOR AVAALI SOLUTIONS PVT LTD

  
SRIVIDYA KANNAN  
FOUNDER, DIRECTOR

I accept the terms and conditions:

Date:   
16/5/22



**APPENDIX A**  
**Salary Breakup**

Avaali Solutions Private Limited  
Annexure to offer letter

Career Level: T1A  
Designation: Associate Consultant

**Salary Break up**

Payslip Components	Monthly (Rs.)	Annual (Rs.)	Remarks
Basic	7,715	92,580	
HRA	3,026	37,032	
Education allowance (Ref Note 1)	200	2,400	
Supplementary allowance (Ref Note 3 to 6)	10,115	1,21,375	
<b>Total monthly (A)</b>	<b>21,116</b>	<b>2,53,390</b>	
<b>Retiral Benefits:</b>			
Provident fund (12% of the basic salary)	926	11,110	The employer contribution of Provident Fund.
<b>Total retirals(B)</b>	<b>926</b>	<b>11,110</b>	
<b>Total Fixed Pay (A+B)</b>	<b>22,042</b>	<b>2,64,500</b>	
<b>Other benefits</b>			
Medical insurance		5,500	Please see the note section
<b>Total benefits(C)</b>	<b>-</b>	<b>5,500</b>	
<b>Total Gross(A+B+C)</b>	<b>22,042</b>	<b>2,70,000</b>	
<b>Variable pay</b>			
Performance linked variable pay (D)		30,000	
<b>Compensation towards contribution (CTC) (A+B+C+D)</b>		<b>3,00,000</b>	

**Notes forming part of salary breakup**

1. Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs.100 p.m. per child (for a maximum of 2 children).
2. Supplementary Allowances includes LTA amount of Rs. 40,000 p.a. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) of the IT Act.
3. Supplementary Allowances may also include Gift Vouchers given on any occasion as decided by the Company, up to a maximum of Rs.5,000 p.a. for which an exemption is available as per Rule 3 of IT Act.



4. Telephone reimbursement of Rs.24000 p.a. This amount will be taken out of Supplementary Allowances for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
5. Supplementary Allowances also include food coupons amounts to Rs.13200. for which an exemption is available as per Rule 3 of IT Act. This is made optional to the employees.
6. Note that applicable Income Tax and Professional Tax will be deducted every month from the monthly salary payable.
7. Note that employee PF contribution @ 12% of basic pay and this will be deducted every month from the monthly salary payable. Avaali opted under minimum basic wages as per PF Act i.e., Rs.15000

**Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, you will be eligible for medical Insurance for self, spouse and 2 dependent children up to INR 100000 per annum per life. Insurance Premium for this will be paid by the company. Post completion of probation Rs.200000 per annum per life will be covered

You have the option of availing Avaali negotiated rates to cover your parents and any additional child under a separate Insurance plan up to below limits. The premium for this will have to be treated as below. This plan allows for coverage of pre-existing ailments. The policy will be valid so long as you are on employment with Avaali and will be renewed annually.

- Parents medical insurance coverage will be INR 2,00,000 per life.
  - You have the option of availing parental insurance premium at company negotiated rates and you will have to bear 100% of parental insurance premium. Premium will deduct in two equal instalments. However, this is completely optional.
  - Option to choose medical insurance policy as self or parental policy will be made only once. Changes are not allowed during middle of the policy term.
2. Personal Accident coverage for self, up-to Rs. 3,00,000
  3. Gratuity as per The Payment of Gratuity Act, 1972
  4. Internet expenses will be reimbursed as per company policy (This is applicable post completion of probation).

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the benefits above.

Name: Vijay M S

Mr. Vijay M S got offer letter from HUDL but he Joined People Tech Enterprises Pvt. Ltd Appointment order of People Tech Enterprises Pvt. Ltd is provided



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### OFFER LETTER

July 06, 2021

Vijay Kumar M S  
S/O Manjunath S  
Marthas hospital  
road  
Bangalore-  
560061

Dear Vijay Kumar M S,

Congratulations! We are impressed with your performance in the interview and pleased to offer you employment with People Tech Group as **Junior Software Engineer**. You will be paid a commencing salary of **INR. 2.4 CTC per Annum**.

This offer is valid for 2 days from date of release of this offer letter to you. Please confirm your offer acceptance and willingness to join by signing the copy of this letter. Please note that your appointment is subject to clear verification of your previous employment credentials, references, completion of academic program, physical fitness and submission of all the required documents. Your offer stands void and revoked with or without notice for any lawful reason.

Your employment would be subject to the Terms & Conditions, policies of the company and would be clearly captured in your appointment letter.

Please note that it is essential to report on time in People Tech office on your joining day to complete the joining formalities and required documentation as specified.

Please bring/send the originals and a set of photocopies of the following documents:

1. All Education certificates and mark sheets. Photocopies should include both front and back of certificates.
2. The Relieving and Experience letter of your latest employer
3. Proof of Identity (PAN & AADHAR)
4. Valid Passport
5. 3 Passport size photographs
6. Form-16 (If applicable)

Note: If you have ever changed your name at any point in time, and for any reason whatsoever, please bring supporting documents for the same.

The Terms and Conditions of the offer are as follows:

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PeopleTechEnterprisesPrivateLimited  
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GachibowliHyderabad-500089Telephone:040 41239999

1. Your appointment is contingent upon satisfactory reference & background checks, including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you and the requirement/business needs of the company.
3. Your employment with the company is at-will. If you are separating voluntarily, you are required to serve notice period of 60 days, failure to give you're the requisite notice two months salary has to be paid to company . Irrespective of any changes during your employment at the company, this at-will relationship is not intended to change, except when in a client facing assignment. At any stage of your employment with the company, if you are working on a client facing assignment or if you are in a role which requires knowledge transfer necessarily, you shall be required to conduct knowledge transfer before being relieved. While working on a client facing assignment, you or the Company may terminate your service at any time by giving 60 days of notice or one months' basic salary in lieu thereof except in some circumstances, based on the need and the client concerned, the company may require you to serve a period of 90 days for transition.
4. Upon your resignation, you are required to return all company's assets and property back to the relevant person(s)/department(s).
5. Your remuneration shall remain confidential and is to be strictly kept between yourself and the Company. You should be aware that your compensation is determined based on numerous factors such as your job, skills, specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
6. During your service with the Company you are expected to devote your time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
7. Any Information pertaining to company operations are to be treated as intellectual property and is bound by a confidentiality and a non-disclosure clause of your terms of employment. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
8. If any information furnished to the Company in pursuance to your application for employment or during the selection process is found at any time to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without any notice or compensation.
9. You shall abide by all the rules and regulations of the Company which are in force

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from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please acknowledge your acceptance.

Welcome to People Tech Group!

Sincerely,

Vijaya Lakshmi V.

Director-Operations

2021Encl: Annexure and Salary Break-up.

Date of Joining: 07-July-2021

Vijay Kumar M S

Vijay Kumar M S

Date: 06-July-

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COMPENSATION STRUCTURE

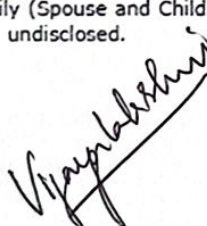
NAME : Vijay Kumar M S  
DESIGNATION : Junior Software Engineer  
LOCATION : Hyderabad.

Salary Structure		
Head of Allowance	Per Month	Per Annum
<b>A. Fixed Component :</b>		
Basic Pay	5,500	66,000
HRA	2,750	33,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Special Allowance	4,465	53,580
Advance Bonus	1100	13,200
Company PF Contributions	1,669	20,028
<b>Total Monthly Gross</b>	<b>18,333</b>	<b>220,000</b>
<b>B. Variable Pay</b>		
Annual Performance linked Compensation(APLC)		20,000
<b>Total Cost to the Company (CTC)</b>		<b>240,000</b>
<b>Take Home</b>		
BASIC + HRA + CONV.+ MEDICAL+Allow+Bonus	16,665	
<b>Deductions:</b>		
Provident Fund (Employee)	1,669	
ESI(If applicable)	138	
Professional Tax (as applicable)	150	
<b>Total Deductions:</b>	<b>1,957</b>	
<b>Net Take Home</b>	<b>14,708</b>	

**Insurance Benefits:** Health and accidental coverage of INR. 200,000.00 For Employee and employee's immediate family (Spouse and Children). Please note that the compensation details are to be kept confidential and undisclosed.

Sincerely,

Vijaya Lakshmi V.R  
Director-Operations



Received and Accepted

  
Signature of the Employee  
Date: