



ARUNA MATRIC HR.SEC.SCHOOL

25/37, West Tank st., THIRUKAZHUKUNDRAM
Kancheepuram Dist., Ph:9500417200

2022-23




O+ve

Mrs.P.RADHA

M.A.

B.T.Asst.

D.O.B. : 24.3.1989 Ph: 9962686088

Address :

N.Rajan

13, Pillaiyar koil 3rd street,
Budur, TKM.

S. Suresh
Principal

OFFICE OF THE CORRESPONDENT
V.O.C. VIDIALAYAA MAT HR SEC SCHOOL
VYASARPADI, CHENNIA-39

DATE: 24.6.22

TO

Mrs. K. Pradeepa, M.A.,

Sir/Madam,

Sub: Appointment - Temporary basis-reg

Ref: Your Application dated 24.6.22

In response to your application cited above, the Management is pleased to engage you on temporary basis as Head Mistress w.e.f 27.6.22
(Primary)

V.O.C. Vidiyalayaa Matriculation Higher Secondary School, Vyasarpadi, Chennai-39.

You will draw a consolidated pay of Rs. 30,000/- p.m.

Your service may be terminated at any time during the period of your service by the Management without notice, if your work and conduct during the period are found to be unsatisfactory.

No resignation will be entertained during the middle of the academic year under any circumstances and you should be in service till the end of the academic year.

If services are discontinued or terminated during the academic year, then two months notice on either side is necessary and in lieu of notice, salary equivalent to the period of shortage of notice time shall be paid.

The code of conduct is to be strictly followed and any violation committed by you will be strictly viewed with displeasure and would lead to termination of your service even in the middle of your temporary period.

If your services are continued on regular basis, please be informed that you are not eligible for any pension from the Management on your retirement from this institution.

You should report for duty before the Principal of V.O.C. Vidiyalayaa Matriculation Higher Secondary School, Vyasarpadi, Chennai-39. On 27.6.22

Forenoon positively.

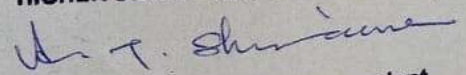
Correspondent

Copy to:

1. Principal V.O.C. Vidiyalayaa Mat. Hr. Sec. School

2. Accounts Section

For V.O.C. VIDIALAYAA MATRICULATION
HIGHER SECONDARY SCHOOL



Correspondent

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Annexure - A

Basic	7315
House Rent Allowance	3658
Conveyance Allowance	2000
Medical Reimbursement	0
Piece Rate Incentives	2572
VPLI	2743
Gross Salary	18288
PT	0
ESI	137
PF	1118
Total Employee Contribution	1255
Net Salary	17033
ESI Employer	594
PF Employer	1118
Total Employer Contribution	1712
Monthly CTC	20000
Annual CTC	240000

Professional Tax:

Employees are liable to pay the Professional Tax contribution every 6 months once based on their gross earning in that particular months. For the period of April to September PT will be deducted in September Payout. For the period of October to March PT will be deducted in March Payout for TamilNadu.

Yours faithfully,

for Vee Technologies Private Limited

**RAJESH
PATRO**

Digitally signed by
RAJESH PATRO
Date: 2022.10.11
19:28:22 +05:30

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

Dineshkumar B

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, R Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ (Salem Allotment), Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village,

Suramangalam SRO, Salem Tel: +91 427 234029

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: +91 044 2433 1235

USA: New York: 489 Fifth Avenue, 19th Floor, New York, NY 10017, Tel: 646 837 0837



ARC International Fertility & Research Centre

DEAR MS. SWETHA J

29-07-2022

No-3, Gangaianman Kovilst, old Pammadhukulam, Redhills.

DEAR MS. SWETHA J

We at **ARC International Fertility & Research Centre** have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your abilities to find professional and personal satisfaction here.

With reference to your application and the subsequent interview you had with us, we are pleased to offer you as **Backend Executive** in the department of **Couple care Center** on a gross salary of **13,000/- P.M (Rupees Thirteen Thousand only)** per month (*Subject to Statutory Deductions) on the following terms and conditions:

1. **SHIFT DUTY:** You will be required to report for duty in the various shifts and avail the weekly holiday as directed by the head of the department or management from time to time in the interest of the patients' care. **MONDAY TO SATURDAY**
2. **LEAVE:** You will be eligible to avail of 6 days of casual leave and 6 days of sick leave every year. You will be required to report for duty in the various shifts and avail the weekly holiday as directed by the head of the department or management from time to time in the interest of the patients' care.
3. **ABSENCE FROM DUTIES:** Our institution is a high-quality service provider in healthcare, absenting yourself without prior information and sanction of leave will be treated as absent and necessary disciplinary action will be taken against you as per law.
4. **ATTENDANCE:** The Employee will be provided with a biometric number. It shall be used by the employee in all branches when the employee enters and exists the Hospital. The Employee is allowed to avail 2 permissions in a month. Maximum hours allowed as permission is 1 hours and maximum 1 permission is allowed in a day. Beyond permitted permissions, every short service, half day LOP will be marked.
 - No Employee's will be allowed to resume duties in Second half without due permission at least one day prior.
 - If employees are an "On Duty" it has to be communicated to HR with HOD's approval Unauthorized exits will be marked with Half a day LOP and disciplinary action will be initiated.
 - **LATE COMING:** ARC is excepting the individual Employee's to come on time for the duty. Employees will be given maximum of 15 minutes grace time every day. A minute more than that also attracts deduction.

J. Swella
29/7/2022

Regd. : # 22/2, ESI Hospital Road, Peravallur, (Perambur), Chennai - 600 011.

Tamil Nadu | Puducherry | Kerala | Andra Pradesh | West Bengal | Srilanka

Helping : +91 78 11 999 999

email : admin@arcfertility.in website : www.arcivf.com



SS Information Systems Pvt. Ltd.

An ISO 9001 : 2015 Certified Company
No.1/102, Periyar Pathai (West)
100 Feet Road, Arumbakkam, Chennai-600 106.
Phone: 044 2362 3544 | Email: info@ssinformation.in
CIN : U72900TN2012PTC087388

24th Aug 2022

Mr. R. Sudharsan,
No: 1, Venkatesapuram, 1st Street,
Kannigapuram, Chennai – 600 012 .
Mobile: 9514490722
Email: sudharshankeys@gmail.com

Private & Confidential

Dear Mr.Sudharsan,

Congratulations, and welcome to the SS Information Team! We are pleased to extend our offer of employment with SS Information Systems Private Ltd ("the Company" or "SS Information") based in Chennai. Your title will be **Business Development Executive at Chennai** Reporting to **Mr. Rajkumar - CEO**. Your start date will be on **24th Aug 2022** subject to the attainment of a work permit, employment pass, or employment visas, as may be applicable.

This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and Void" if any material error, in the management's opinion, is discovered and/or due to non-disclosure of relevant information about you, to the Company.

Orientation

At 09.30 a.m. On your scheduled start date, please report to HR for orientation. Attire is business casual.

You will be required to work on any 6 days of the week as per the timings required by the business to which you will be attached to or as Communicated to you by the Company from time to time.

Compensation

We are pleased to offer you a starting salary of Indian Rupee as mentioned below payable on or before 10th Day of each calendar month. A summary of your compensation and benefits (which are subject to regular reviews in accordance With the Company's policies) are as follows:

Branches : • PUDUCHERRY • HYDERABAD • BANGALORE • SINGAPORE

Components	Amount	
	Per Month	Per Annum
Basic	7,000.00	84,000.00
HRA	4,900.00	58,800.00
Conveyance	1,600.00	19,200.00
Special Allowance	4,882.14	58,585.68
Gross Salary	18,382.14	2,20,585.68
Employee PF	1,617.86	19,414.28
Employee ESIC	137.87	1,654.39
Professional Tax	208.00	2,496.00
Total Deductions Employee	1,963.72	23,564.67

Branches : • PUDUCHERRY • HYDERABAD • BANGALORE • SINGAPORE

Components	Amount	
	Per Month	Per Annum
Basic	7,000.00	84,000.00
HRA	4,900.00	58,800.00
Conveyance	1,600.00	19,200.00
Special Allowance	4,882.14	58,585.68
Gross Salary	18,382.14	2,20,585.68
Employee PF	1,617.86	19,414.28
Employee ESIC	137.87	1,654.39
Professional Tax	208.00	2,496.00
Total Deductions Employee	1,963.72	23,564.67
Net Salary	16,418.42	1,97,021.01
Employer PF	1,617.86	19,414.28
Employer ESIC	597.42	7,169.03
Total Deductions Employer	2,215.28	26,583.32
Fixed	20,000.00	2,40,000.00

Retirement

You shall retire on the attainment of 62 years unless specially required by the company in writing to continue in service beyond this age.

Benefits

SS Information offers a variety of benefits to assist you and your family, including leave time and health care plans. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summary of these benefits is attached. SS Information reserves the right, as its absolute discretion, to vary the terms of any benefit offered.

Probation

Your first eight (8) months of service will be of a probationary nature. The Company may waive, reduce or extend the probation period at its discretion. You are deemed to have successfully completed your probationary period after eight (8) months unless otherwise informed in writing by the Company.

Termination of Service

During the probationary period your employment may be terminated by either party at any time by giving to the other party written notice of not less than 15 days or salary in lieu thereof at the sole discretion of the Company.

On satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party two (2) month's written notice or two (2) month's salary from the date of the resignation acceptance from the manager in lieu at the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any SS Information policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any criminal offense. In such an event, without prejudice to the Company's rights at law and/or under other provisions of this letter, the Company shall pay only salary earned by you up to the date of termination.

In the event of termination of services, you agree and authorize the Company to offset payment of any pro-rated allowance advances, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to SS Information all originals and copies of materials, documents and property of SS Information which are in your possession or control.

Restraint

(a) In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the

This letter is governed by and construed in accordance with the laws of India and you and the Company submit to the jurisdiction of the Indian courts. Unless otherwise agreed in writing, you further agree and accept that your contract of employment with the Company shall, to the extent permitted, continue to be governed by the laws of India and you agree to submit to the jurisdiction of the Courts of India notwithstanding any secondment or short term assignment to a related company of SS Information.

The provisions of this contract of employment are severable and separate, and the unenforceability of any specific covenant shall not affect the provisions of any other covenant.

Medical Fitness

By accepting this offer there is an implicit confirmation by you that you are medically fit to effectively perform the job for which you are being employed. You may be called upon, to undergo medical examinations, as the Management may deem necessary. In the event the examination reveals any ailment (including any physical or mental impairment) that (i) prevents or hinders you from performing your assignment effectively or (ii) could put the health of the other employees at risk, the same shall be a reasonable ground to discharge your services with immediate effect, without any compensation or notice.

Additional Important Information

This conditional offer will remain open for 5 days from date of issue and is contingent on the following:

Return of a signed copy of this letter and any attachments, prior to your start date

Successful attainment of any required employment pass and/or visas

To accept this offer, please sign and return this original offer letter and retain the attached copy for your records.

We request that you keep the information included in this offer letter confidential. We are pleased to welcome you to SS Information. Should you have any questions, or would simply like further information, please do not hesitate to call me.

Sincerely,
SS Information Systems Private Limited.,

S. Priya Mahalakshmi
Human Resource

Acceptance

In accepting employment with SS Information Systems Private Limited, I hereby agree to abide by the terms and conditions set out in the above offer of employment and all policies and regulations of the Company as may be amended from time to time. Also I promise to serve the company with minimum period of one year from the date of joining with utmost dedication in order to promote the interest of the company.

Accept & Received

R. SUDHARSAN

R. Sudharsan

Name & Signature

24/08/2022
Date

Attachments

SS Information Benefits Overview

Note:

If entitled, you will be reimbursed relocation expenses as per Company policy.

As per company policy, the payroll process would be on 15th of every month and the first month salary would be accounted in the subsequent month of joining.

*The Basket of Allowances includes components such as HRA, Medical Reimbursement, LTA and Conveyance. You may be eligible for all the allowances or a combination of them, depending on other factors including your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Date: 17 Oct 2022 20:17

Employee ID: M1049325
Mr./Ms. Lakshminarayanan Murugan
Assistant Client Partner - AR

Appointment Letter

Dear Lakshminarayanan Murugan,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as **Assistant Client Partner - AR** with Access Healthcare Services Private Limited.

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You are requested to contact **HR Team** at the following address to take on your assignment on **17 Oct 2022**

**Access Healthcare Private Limited (HQ), A9, First Main Road
Ambattur Industrial Estate, Chennai - 600 058. Tamil Nadu, India.**

In case you need any further clarification / assistance, please get in touch with the under signed.

Please sign and return a copy of this letter to the undersigned at the earliest.

Looking forward to your joining our "Winning Team".

With best wishes,

Yours sincerely,



Samuel S
Lead Director - HR

**I accept this appointment and the Terms and
Conditions attached.**

Digitally Acknowledged by me on
17 Oct 2022 20:17

.....
Signature of the Candidate

Name : Lakshminarayanan Murugan
Employee ID : M1049325

Access Healthcare Services Pvt. Ltd
CIN:U74220TN2011PTCO78925
Registered Office: Kochar Technology Park, SP-31A,
3rd Floor, Ambattur Industrial Estate,
Chennai - 600058. Tamil Nadu, INDIA.
Phone: +91 44 43108980/81/82,
Website: www.accesshealthcare.com

Head Quarters
A9, First Main Road, Ambattur Industrial
Estate, Ambattur, Chennai - 600 058.
Tamil Nadu, INDIA.
Phone: +91 44 42176066.

Annexure I

SALARY COMPONENTS	Amount	
	Rs. PM	Rs. PA
Basic	9925.00	119100.00
House Rent Allowance	3950.00	47400.00
Conveyance Allowance	1600.00	19200.00
DA	325.00	3900.00
SDA	0.00	0.00
Statutory Bonus	2050.00	24600.00
Special Allowance	1889.00	22668.00
Gross (A)	19739.00	236868.00
Benefits		
Provident Fund	1649.00	19788.00
ESI	642.00	7704.00
Retention Incentive	827.00	9924.00
Gratuity	476.00	5712.00

Please sign and return a copy of this letter to the undersigned at the earliest.

Looking forward to your joining our "Winning Team".

With best wishes,

Yours sincerely,



Samuel S
Lead Director - HR

**I accept this appointment and the Terms and
Conditions attached.**

Digitally Acknowledged by me on
17 Oct 2022 20:17

.....
Signature of the Candidate

Name : Lakshminarayanan Murugan
Employee ID : M1049325

Access Healthcare Services Pvt. Ltd
CIN:U74220TN2011PTCO78925
Registered Office: Kochar Technology Park, SP-31A,
3rd Floor, Ambattur Industrial Estate,
Chennai - 600058. Tamil Nadu, INDIA.
Phone: +91 44 43108980/81/82,
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Head Quarters
A9, First Main Road, Ambattur Industrial
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Tamil Nadu, INDIA.
Phone: +91 44 42176066.

accesshealthcare™

Annexure I

SALARY COMPONENTS	Amount	
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Basic	9925.00	119100.00
House Rent Allowance	3950.00	47400.00
Conveyance Allowance	1600.00	19200.00
DA	325.00	3900.00
SDA	0.00	0.00
Statutory Bonus	2050.00	24600.00
Special Allowance	1889.00	22668.00
Gross (A)	19739.00	236868.00
Benefits		
Provident Fund	1649.00	19788.00
ESI	642.00	7704.00
Retention Incentive	827.00	9924.00
Gratuity	476.00	5712.00
Total (B)	3594.00	43128.00
Cost To Company (A+B)	23333.33	280000.00

Insurance Benefits:

a) Floating Medical Insurance: Access Healthcare provides a floating medical insurance coverage for expenses related to hospitalization for you and a maximum of three dependents

Default Coverage limit: Rs.100,000/- per annum

b) Personal Accident Insurance: This provides you with round the clock financial protection in case of an accident anywhere in India. **Coverage limit: Rs.100,000/-**

Retirement Benefits:

a) Gratuity:

This is an ex-gratia payment paid as gratitude for your continuous service, as per Payment of Gratuity Act, 1972 and is governed by the guidelines laid out by Access Healthcare.

b) Provident Fund:

Effective September 1st, 2014 - Provident Fund (PF) scheme has been amended to increase the threshold of the wages for being eligible to benefits under the Provident fund Scheme to INR 15,000/-. If your basic salary is above INR 15,000 PF contribution shall be at INR 1800 per month and if your basic salary is less than INR 15,000/- then PF shall be arrived at 12% of your gross salary (excluding HRA). Employer and Employee part of the contribution forms part of your salary structure and is payable as per Employees Provident Fund Act, 1952.

M1049325

Confidential

Access Healthcare Services Pvt. Ltd
CIN:U74220TN2011PTCO78925
Registered Office: Kochar Technology Park, SP-31A,
3rd Floor, Ambattur Industrial Estate,
Chennai - 600058. Tamil Nadu, INDIA.
Phone: +91 44 43108980/81/82,
Website: www.accesshealthcare.com

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A9, First Main Road, Ambattur Industrial
Estate, Ambattur, Chennai - 600 058.
Tamil Nadu, INDIA.
Phone: +91 44 42176066.



Student Name : AARTHI C

MF Batch/Student ID : 300761

Course Name : MEDICAL CODING

Blood Group : O +

Duration : 09/2022 - 01/20/2022

allappa
Foundation

Authorised Signatory



Mr. Vignesh R

60829355



Reliance SMSL Limited

EC NO : 60829355 DOB : 11/03/2002

DOJ : 18/10/2022 Height : 132

ID Mark : right harms Blood Group : O +

Signature of the Card Holder

lDate : 25-Aug-2022

Name : S MURUGAN

Address : 50 BALARAMAN STREET PERIYATHOPE MANALI CHENNAI 600068

Employee Code : AS559866

Dear Sir / Madam,

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL ASSETS CONSUMER LOAN PERSONAL LOAN BRANCH SALES** department on the following terms and conditions:

1. Commencement / Term:

You are required to join our organization on or before **29-Aug-22** . Your place of work shall presently be at **AMBATTUR**.

You will be on orientation period of 6 (Six) months and up on satisfactory performance your confirmation will be due. However the company reserves the rights to extend your orientation for a certain period which will be notified to you.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules of completion of various project assignments mutually agreed by our company, with our esteemed client Axis Bank. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed as may be mutually agreed and reviewed on case to case basis by your Reporting authority.

2. Remuneration :

Your remuneration would be set as follows :

Compensation	Monthly (Rs)	Annual (Rs)
Basic	4594	55128
HRA	2297	27564
Bonus	1750	21000
Special Allowance	1064	12768
Mobile Allowance	500	6000
Employer Provident Fund	949	11388
Employer ESIC	332	3984
Gratuity	221	2652
CTC	11707	140484

Salary and grade offered to you as above is based on the representation made by you during your interactions with the Company officials and / or documents submitted by you. In case of any discrepancy, company reserves the right to alter / modify / withdraw the offer made to you.

3. Gratuity :

Employee will be eligible for payment of Gratuity subject to fulfillment of the payment of Gratuity Act of 1972.

4. Incentive Scheme :

You will participate in the Sales Incentive Scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. We will be happy to discuss this with you on your joining us. Kindly note that you will not have any right to claim any performance incentive from the company, if you resign or abscond or if you are separated from the company for whatsoever reason.

It is further agreed between you and company that the incentive payable if any, based on your performance and productivity is in lieu of any other bonus including bonus based on profits payable under any law.

5. Transfer :

The Organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

6. Leave :

You will be eligible for leave as per company rules subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by competent authority. No leaves can be taken during probation period. Women employees who have completed working 80 days with the organization shall be eligible for Maternity leave as per the policy.

7. Unauthorized Leave / Absence :

If you are on unauthorized leave and absent for more than seven (7) days without any intimation to the company then it would be deemed that you are not interested in continuing with the organization and you would be automatically ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation

8. Job Profile :

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

9. Professional Ethics and Confidentiality :

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge

to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

10. Notice Period:

During the probation period either party can terminate the services by giving 3 days' notice or Basic salary in lieu thereof at organization's discretion. After confirmation, either party can terminate the services by giving 7 days' notice or Basic salary in lieu thereof at organization's discretion. After successful completion of orientation period either party may terminate the employment under this Appointment letter by issuing 7 days' notice in writing or payment in lieu thereof. You will be liable to submit all the company's assets, data etc provided during your tenure in the company for carrying official duties at the time of separation from the company. Please note that you are required to complete the exit formalities within 7 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 7 days.

11. Reference Check

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references who have supervised you in professional capacity at same stage in your academic / professional career.

12. Termination of Employment :

Your services with the organization are liable to be terminated in the event of :

- a) Any breach of the conditions mentioned in this letter on your part,
- b) Any incorrect information furnished by you
- c) Suppression of any material information by you ; and
- d) Your performance level is below the expected level and / or the business target, as set out for you from time to time, has not been achieved by you.
- e) Violation of Company's (client's) code of conduct.

13. Retirement / Statutory Benefits :

You will be eligible for Retirement Benefits of the organization namely Provident Fund and Gratuity as per the company policy which will be governed by relevant laws to this effect

14. Change in the Personal Details :

You shall intimate the Company about any change of your residential address (permanent and or current), qualification and other personal details within five days from the date of change of such details.

Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitutes service conditions to your employment in the organization in addition to the code of conduct and other laid down guidelines. The organization reserves the right to change the terms and conditions of your employment set out in this letter of Appointment. Any future changes in the company policies, rules, regulations and your employment terms will supersede the terms and conditions mentioned in this letter. The courts in **Mumbai** will have exclusive jurisdiction with regards to any dispute.

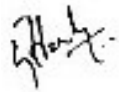
Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditioned mentioned herein.

A list of documents to be submitted at the time of joining is given for your information.

We look forward to your contribution to the organization and hope that we will have a mutually fulfilling relationship

With warm regards,

For Quess Corp Limited



Tej Hans Raj Singh

Deputy CEO: Quess Staffing Solutions

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

Name: S MURUGAN

Signature:.....

Emp Id: AS559866

Place:.....

Date:.....

R. Gomathi
Managing Trustee



Ref: Tech/SMIT/2022/

22/08/2022

Sub: Establishment – Sri Muthukumaran Institute of Technology, Chikkarayapuram, Near Mangadu, Chennai-600 069 – Appointment of Mr. S Subash Chandrabose as Assistant Professor in the Department of Science and Humanities (Chemistry) – Order issued.

ORDER:

Mr. S Subash Chandrabose is appointed as Assistant Professor in the Department of Science and Humanities (Chemistry) in Sri Muthukumaran Institute of Technology, Chikkarayapuram, Near Mangadu, Chennai-600 069 on a total pay of Rs.21,600/- (Rupees twenty one thousand and Six hundred only) p.m.

He should take classes as per norms.

He should give an agreement to serve the institution at least for two years and he should not leave the institution in the middle of year. Notice of one month (or one month salary in lieu thereof) is mandatory by either side for relinquishing service by him. For termination/removal/relieving from service on administrative ground or for misbehavior / misconduct no prior notice from the management side will be required.

He is requested to join duty forthwith.

He should produce all the original certificates of his qualification, age, experience etc, at the time of joining duty for verification.

R. Gomathi
Managing Trustee

To

Mr. S Subash Chandrabose
No.127, Mariyamman Kovil Street,
Madurapakkam, Villupuram - 605 501.

Copy to

The Principal, Sri Muthukumaran Institute of Technology, Chikkarayapuram, Near Mangadu, Chennai-600 069.

330

Indini-copy

Special Quota
if anyபதிலு அஞ்சல் ஒப்புகைகளை:-ந.க.எண்.அ/5/1787/2022.
நாள்: 07.03.2022.தமிழ்நாடு சிறப்புக்காவல் 15-ம் அணி,
சேலூர், வேலூர் மாவட்டம்.பணியமர்த்தல் ஆணை

பொருள்: காவல் - 2020 ஆம் ஆண்டு கிரண்டாம் திணை காவலர்கள் தமிழ்நாடு
சிறப்புக்காவல் படைமில் பணியமர்த்தல் செய்தல் - பணியமர்த்தல்
ஆணை - வழங்கப்படுகிறது.

><><><

திரு. POOVARASANT, த.பெ. THANIKACHALAM R-ஆவிய நீதி, தமிழ்நாடு சீருடைப் பணியாளர்
தேர்வு குழுவதால் நடத்தப்பட்ட 2020 ஆம் ஆண்டுக்கான காவல் தேர்வு மற்றும் காவல்
புலனாங்கு மற்றும் மத்திய ஆங்கு ஆவியவற்றில் தேர்வு செய்யப்பட்டு, தமிழ்நாடு சிறப்புக்காவல்
படைமில் கிரண்டாம் திணை ஆண் காவலராக பணியமர்த்தல் செய்யப்படுகிறார்.

2. நீதி, மேற்படி பதவிக்குரிய அடிப்படை பரிந்துரை அறிக்கை செய்யும் போது கல்வி,
வயது, இரதி ஆவியவற்றில் குல சான்றிதழ்கள் மற்றும் இதர சான்றிதழ்கள் ஆவியவற்றைச்
சம்பந்தப்பட்ட பணியமர்த்தல் அதிகாரியிடம் சமர்ப்பிக்கப்பட்டும், அவர்கள் முன்னர் நீதி அளித்துள்ள
நிறுப்பை நகல்களாக ஒப்பிட்டுக் கிரபார்க்க வேண்டும். இந்தப் பணி நியமனத்திற்காக நீதி
ஏற்கனவே ஒப்படைத்த சான்றிகள் தவறானவை எனத் தெரிய வந்தாலோ குற்ற வழக்கில்
தொடர்புடையதாக இருந்தாலோ அல்லது ஏற்ற வழக்கு தொடர்புடைய கிரகங்களை மறைத்து காவல்
புலனாங்கு அறிக்கையை பூர்த்தி செய்து அது பின்னர் கண்.நியப்பட்டுள்ள, இந்தப் பணியமர்த்தல்
ஆணை உடனடியாக கிரத்து செய்யப்படும் என்பதை அறியவும். காவல் பரிந்துரை போது உட்கு
குபாய் 18200-57900 என்ற ஊதிய திணையில் ஊதியமும், மற்றும் நடைகுறையில் உள்ள கிரது
படிக்குமும் வழங்கப்படும்.

3. இந்தப் பதவியில் நீதி கிரண்டம் ஆண்டு காலத் தொடர் பணியில், ஒரு வருட காலம்
தகுதிகளை பதவத்தின் வைக்கப்படும். இந்தத் தகுதிகளை பதவத்தின், உட்கு பணி நிறைவானதாக
கிரண்டமேனில், பதவி நீக்கம் செய்யப்படும்.

4. அரக ஆணை பல்வகை எண்.206 உள் (கா.3) துறை, நாள்: 07.03.2012-ன்படி
நீதி ஒரு மாத காலம் பரிந்துரை பணியில் உறைவிடப் பரிந்துரை, ஒரு மாத காலம் மாவட்டம் /
நகரத்தில் நடைகுறை பரிந்துரை, ஆக எட்டு மாத காலம் அடிப்படை பரிந்துரை பெற வேண்டும்.
திணை தவிர, சிறப்புக் காவல்/சேமப்படை ஆவிய பிரிவுகளில் பணிபுரிந்து வட்டக் காவல் பிரிவு
மற்றும் பரிந்துரை குன் ஒரு மாத கால அறிமுகப் பரிந்துரை (Pre-Induction Course) காவல் பரிந்துரை பணியில்
பெறவேண்டும். பரிந்துரை காலத்தில் உட்கு நடத்தாத, நல்லொருக்கம் மற்றும் பரிந்துரை
மேற்கொள்ளும் திறன் ஆவியனை மீது ஏதேனும் கவனமின்மை, பற்றாக்குறை தென்படின் பதவி நீக்கம்
செய்யப்படும்.

SanthoshKumar D
21870

No 9, 4th Street , bank colony
Tamil Nadu
Chennai 600051

Dear SanthoshKumar D,

Appointment Letter

We are pleased to appoint you as **Assistant Processing Officer** of our company at a total **Cost To Company of Rs.158760/-** per annum from the date of joining on the following terms and conditions:

- 1 You will be initially posted at our office in **Chennai**. However, you may be transferred to any of our other offices.
- 2 Any willful violation of terms & conditions contained in Employee Service Conditions during Probation period / Confirmation period will be termed as misconduct.
- 3 Your monthly salary package will be as follows:

	Monthly
Basic Salary	10246.00
House Rent Allowance	1754.00
Monthly Gross	12000.00
Company Contribution:	
Provident Fund @ 12%	1230.00
Monthly Total	13230.00
Annual Salary (Monthly x 12)	158760.00
Advance against Statutory Bonus	900.00

Other Benefits / Deductions:

- Group Personal Accident Policy Cover for Rs 5,00,000/- per annum
- Privilege Leave Encashment – Unavailed leave can be encashed in the second year of service
- You will be on probation for a period of six months. After that subject to your good performance during the probation period you will be confirmed in our services
- TDS - As per the provisions of The Income Tax Act
- Gratuity Benefits as per The Payment of Gratuity Act

Computer Age Management Services Limited

Member of The Registrars Association of India (RAIN)

CIN No L65910TN1988PLC015757

Rayala Towers, 158, Anna Salai, Chennai - 600 002 India.

Phone : +91 44 6109 2771. Fax : +91 44 6109 2755 E-mail : info@camsonline.com Website : www.camsonline.com

Regd. Office : New No 10, (Old No 178) M G R. Salai, Nungambakkam, Chennai - 600 034 India

Your services will be terminable by the Company by giving 30 days notice in writing or 30 days salary. If you wish to resign from the services of the Company you are required to give 30 days notice (30 work days including holidays)

We are enclosing 'Annexure -A' which sets out other terms and conditions applicable to you. These terms set out are for your guidance and not necessarily exhaustive.

You are requested to submit copies of the following documents on your joining date. Please note that your appointment is subject to satisfactory validation of your credentials.

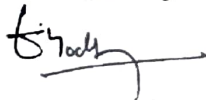
- Education Certificates (X, XII, Degree/Diploma certificates)
- Four passport size photographs
- Identity proof [Atleast 2 No's - Aadhar Card (Mandatory) and Passport copy/voter ID/Driving License or any other government ID proof with photograph]
- Medical Fitness Certificate from a registered medical practitioner
- Experience letters from last two employers
- Last drawn three months Salary Certificate/pay slips from your current/last employer
- Resignation Acceptance/Relieving letter from your current/last employer

** You would be paid an advance as interim bonus @ Rs 900/- per month that would be adjusted / offset against the statutory bonus payable under the Payment of Bonus Act, 1965 and / or the contract of employment and you will be entitled to only the remainder of bonus.

Please read and comprehend the Offer letter in its entirety. You are requested to sign the duplicate copy of the letter, which will be submitted to our office on your date of joining. We are confident your contribution will add value to our organization and enable its growth and achievement of goals.

Looking forward to a long association for continued best results

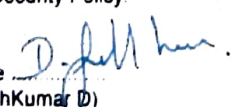
For Computer Age Management Services Limited



Vinodh Chelambathodi
Chief Human Resource Officer

I (SanthoshKumar D) have read the terms and conditions of employment, and consciously agree to accept the same. The Management also gave me ample opportunity for reading before signing this appointment order. I also realize that I am liable for unliquidated damages incurred by the company for failure to give proper notice besides compensation for notice period. I also acknowledge having received the following annexure:

1. Terms and Conditions of Appointment.
2. CAMS – Systems Security and Confidentiality Statement of Policy
3. Employees Service Conditions.
4. Security Policy.

Signature 
(SanthoshKumar D)
Date

Computer Age Management Services Limited

Member of The Registrars Association of India (RAIN)

CIN No. L65910TN1988PLC015757

Rayala Towers, 158, Anna Salai, Chennai - 600 002 India.

Phone : +91 44 6109 2771. Fax : +91 44 6109 2755 E-mail : info@camsonline.com Website : www.camsonline.com

Regd. Office : New No.10, (Old No.178) M.G.R. Salai, Nungambakkam, Chennai - 600 034 India.



22nd April 2022

Emp ID : 180484
Name : Ananth B
Designation : Trainee - Accounts & Finance

Dear Ananth B,

Congratulations!

2021 was the year of transition where the recruitment business has adapted to new technologies under intense pressure, despite which we have had many successes and accomplishments that we are proud of, and this would not have been possible without your support.

Your willingness to rise to the challenge is much appreciated! To recognize your performance, we are pleased to promote you to **Executive - F&A**, with your compensation revised to **Rs. 4,00,000** per annum. effective **1st April, 2022**.

The details of your compensation and other benefits are enclosed in the annexure

We wish you the very best for your new role.

Warm Regards,
For Talodyn Networks Pvt Ltd,

M Senthil Kumar
Human Resources

Talodyn Networks Private Limited (CIN: U74999TN2017PTC118255)

Registered Office : 8/57, Luz Avenue, Mylapore, Chennai 600004

Principal Office : 4th Floor, Tower 2, TVH Beliciaa Towers, 94 MRC Nagar, Chennai 600028

w: www.diamondpick.com

e: info@diamondpick.com



Offer Letter28th June 2022

Dear Ms.Vasanthi.A

With reference to the discussions that we had with you on 20-06-2022, we are pleased to appoint you as “Accounts Executive “in “Taiyo Feed Mill Pvt. Ltd”. Your place of posting will be at our Office, No.17A, South Mada street, Kolathur, Chennai: 600 099.

Your appointment will be governed by terms and conditions of employment presented in **Annexure A**. You will also be governed by the rules and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 30 days.

We request you to join us on or before **4th July 2022**, At the time of joining, please submit the following documents:

1. Photocopy of your certificates, and mark sheets in support of your educational qualifications (with original for verification)
2. Relieving letter from your previous employer and last drawn pay slips (3 Months).
3. Four passport size color photographs.
4. ID Proofs (Aadhar, PAN, Voter Id, DL, Passport)

I welcome you as a member of TFM and wish you a long and rewarding career with us. Please sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,

For Taiyo Feed Mill Private Ltd.



Mr. Mohamed Arif
(Vice President)

Acceptance

I accept the offer on the terms and conditions and shall report to work on

Signature:

Date:

HEAD OFFICE

17A, South Mada Street, Kolathur,
Chennai, Pin code : 600099,
Tamil Nadu, INDIA.
P: +91 44 2550 3918 / 2550 2137 / 2138.

FACTORY

92, Periyapalayam Road, Thanakulam,
Manjangkaranai VLG, Utthukottai (TK),
Thiruvallur Dt., Tamil Nadu,
Pin code : 601102, INDIA.

WAREHOUSE

2/161, Periyapalayam Road,
Alinjivakkam VLG., Poneri(TK),
Thiruvallur Dt., Tamil Nadu,
Pin code : 600067, INDIA.

CERTIFIED

DEPUTATION LETTER

28/Aug/2022
Surenthar C
JKM14377
LM Delivery Executive
PeramburHub_CHN
Tamil Nadu

Subject: Deputation Letter

Dear **Surenthar C**,

We are glad to inform you that you have been deputed to with "Instakart Services Pvt. Ltd". hereinafter referred as "Instakart", effective **28/Aug/2022 to 30/Oct/2022** , for a specific assignment and after the completion of this assignment your work shall automatically resume to our principal place of business as per the terms of the appointment letter dated 28/Aug/2022 .All the other terms and conditions of your appointment (Dated :**28/Aug/2022**) remain unaltered.

During the period of your association with the client, you will be bound to abide by and adhere to the policies, rules, and regulations of the client from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the client and you shall be abiding the same.

We take this opportunity to wish you every success in your assignment.

Thanking you,

Yours faithfully,



I accept:

Authorized Signatory

Signature and Date

JARI KARTPRIVATE LIMITED

Office Address: # 416, 1st Floor, Above Nethranjali Eye care, 7th Cross, Domlur, Bangalore - 560071

Email id: Care@jarikart.com || Contact: 080-43729091 || WhatsApp @ + 91 8147177720



28/Aug/2022
Surenthar C
JKM14377
LM Delivery Executive
PeramburHub_CHn
Tamil Nadu

Dear Surenthar C ,

OFFER CUM APPOINTMENT LETTER

Further to your application and subsequent discussion for employment with us, we are pleased to appoint you as **LM Delivery Executive** effective **28/Aug/2022** to 30/Oct/2022 on the following terms & conditions.

1. POSTING

We would like you to join the services on immediate basis and your initial posting will be at **PeramburHub_CHn**.

2. DUTIES

- You shall devote your time, attention and ability towards company and shall perform such duties and exercise assigned to you from time to time by the management. You shall also comply with orders, directions, and regulations as laid by the management.
- Your Services are liable to be transferred/ deputed part or whole time to any company, section, subsidiary or associated concern.
- You are required to be flexible and to undertake all duties associated with your role. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Management decision in this regard would stand final and abiding.

3. CONFIDENTIAL INFORMATION

- Any information you obtain from time to time regarding processes, methods, client information, business practice, etc., should be treated as being of the utmost confidential.

4. SERVICE RULES, DISCIPLINE and GRIVENCES

- During your employment with us, you will not be associated yourself with such activities, as in the opinion of the Management will be harmful or detrimental to the interest of the company.
- You will be abide the rules and regulations, which are in force and also by any additions and/or the amendments that may be bought into force thereto and rule

JARI KARTPRIVATE LIMITED

Office Address: # 416, 1st Floor, Above Nethranjali Eye care, 7th Cross, Domlur, Bangalore - 560071

Email id: Care@jarikart.com || Contact: 080-43729091 || WhatsApp @ + 91 8147177720

governing business conduct and secrecy as decided from time to time by the Management.

- It is understood that this employment is being offered to you on the basis of particulars submitted by you in Application of Employment. However, if any time it should emerge that the details provided by you are false/ incorrect, or if any material or relevant information has been suppressed or concealed, this appointment will be considered ineffective and irregular and would be liable to be terminated immediately without notice after giving you an opportunity, in accordance with the disciplinary action against you for the same.
- Nothing contained herein constitutes a guarantee of employment. Your performance shall be subject to the appraisal by the company. Company reserves the right to terminate your employment on grounds of performance not being upto expected standards.

5. PERIOD OF SERVICES and NOTICE PERIOD PAY.

- During the period of engagement your services can be terminated by either side by giving 15Days or 15Days pay in lieu thereof at company direction.
- In case of notice pay take over, the same will be recovered if you leave the company before completion of the notice period. You are bound to abide by and adhere to the policies, rules, and regulations enforced by the Company from time to time including but not limited to Code of Conduct, Discipline, Business Ethics and Contract of employment. Such policies, rules and regulations may be subjected to alternation and amendment from time to time at the sole discretion of the Company and you shall be covered under them. Please note that upon your acceptance of this offer, this appointment letter shall supersede all prior, oral or written agreements, commitments, understanding or communications either formally or informally, in regards to the subject matter. Any variations of the above terms and conditions will not be valid until expressly made in writing by the company.

For Surya Groups of Consultancy

DECLARATION: I have been explained/ read/understood/ the above terms & conditions and agree to abide by them.



JARI KARTPRIVATE LIMITED

Office Address: # 416, 1st Floor, Above Nethranjali Eye care, 7th Cross, Domlur, Bangalore - 560071

Email id: Care@jarikart.com || Contact: 080-43729091 || WhatsApp @ + 91 8147177720



Signature and Date

Annexure Break up

Basic	10755
HRA	4302
Special Allowance	6452
Gross Salary	21509
Employee PF	1800
Employee ESIC	-
Advance Bonus	500
PT	209
Take Home	20000
Employer PF	1950
Employer ESIC	-
CTC	23959

Name **Surenthar C**

Signatory:

For JariKart Private Limited



Signatory

JARI KARTPRIVATE LIMITED

Office Address: # 416, 1st Floor, Above Nethranjali Eye care, 7th Cross, Domlur, Bangalore - 560071

Email id: Care@jarikart.com || Contact: 080-43729091 || WhatsApp @ + 91 8147177720


agshealth

redefine the cycle *reimagined*



Surya Subramaniyan

Employee Code: **R32083**

Blood Group: **AB+ve**

AGS Health Pvt Ltd., 05-02, Tidel Park, Chennai -600113

Ph: +91 44 4510 4520

www.agshealth.com



ROYAL

MATRIC HR SEC SCHOOL

ANANTHAPURAM-THAKKOLAM-631151

Cell No : 7871181228

IDENTITY CARD 2022-2023



Name : **SANTHOSH KUMAR K**

M.Sc., B.Ed.,

Design : **P.G. Teacher**

Cell No : **7871181228**

A. B...
Correspondent

agshealth



Arthy Sathiyamoorthy

Employee Code: R32759

Blood Group: B+ve

AGS Health Pvt Ltd., 05-02, Tidel Park, Chennai -600113

Ph: +91 44 4510 4520

www.agshealth.com

HOME SCIENCE



BBA





PSPL/2022/OF/*7466/Sales Executive

June 20, 2022
ebinesar i
Chennai

Dear ebinesar i,

Sub: Provisional Offer letter (hereinafter "Offer Letter") for the position of Sales Executive.

Kindly refer to your job application with Paytm Services Private Limited, we are happy to offer you the position of **Sales Executive** in **Grade-SG01A** in our Company on the following terms and conditions:

1. Your Total Fixed CTC is Rs. **252000/-** per annum (encl. annexure A.) This is the total cost to Company and all necessary taxes will be deducted at source along with all statutory deductions. If you are covered under the Provident Fund Scheme, then the employer contribution to the provident fund shall be met out of the above said salary.
2. Performance Linked Incentive (PLI) is completely based on performance and target achieved by employee's and basis company's requirement, reimbursement can also be provided to you. These are awards which may be withdrawn anytime upon company's discretion.
3. You will be governed by the Company's Personnel Policy, Code of Conduct, Non-Disclosure Agreement and all other Company policies as applicable to you from time to time.
4. You will be expected to join duty on **22-Jun-22** the Business hours begins from 9.30 A.M. onwards. You are requested to meet **Karunasakar R**, Contact No. **8110081354** for your joining formalities. In case of any further issues, escalation, support or feedback, please write to Distribution.Helpdesk@paytm.com, our team will reach out to you on priority.
5. You shall be initially deputed at **Chennai**. The Company may at its sole discretion, change your job role & job location intimating to you in advance based on business requirement.
6. The company observes a 6 day work week and you should inform your non availability in advance. Any absence for consecutive 3 days without prior approval will be treated as un-authorized absence from the work and Company has the right to terminate your engagement and take necessary legal action against you.
7. During your period of engagement with the Company, we do not allow any direct or indirect association by you with any other company/person/entity whatsoever, such as agent, consultant and other business association under Dual employment policy and code of conduct. In case of any breach company has right to take disciplinary action including legal/police action.
8. The Company does not promote and hire relatives in the Company, members of a personal immediate family (defined as parents, children, spouse and siblings and other relatives) however such cases can be considered as case to case basis at times with certain condition and prior approval.
9. In additions to the terms contained herein, your relationship with Paytm Services may be subject to such other additional terms and condition as may be communicated to you time to time by Paytm Services.

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.One97.com

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Essae Vashnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034



19. You are requested to carry the following documents in original at the time of joining for verification and a copy of the same for submission.

- a. High School and Senior Secondary Certificates and Mark sheets
- b. Graduation / Post Graduation certificate(s) along with mark sheets
- c. Experience certificate and salary slip from last employer.
- d. Blood Group.
- e. Relieving certificate from last employer.
- f. 3 Passport Size Photographs.
- g. Form 16 from last employer.
- h. Photo Identity Proof.
- i. PAN Number.
- j. Aadhaar Card

20. Your employment and salary processing is subject to timely submission, validation and completion of joining forms / documents / proofs and background verification clearance.

21. We as a Company do not charge any fee/amount for hiring and also do not ask any agency engaged by us for the same.

22. Without Prejudice, please note that the Company reserves its right to withdraw this offer made to you before receipt of your acceptance of the same, without providing any reason to you.

23. It is your responsibility to communicate in writing to Company about any changes in your following mode of communications, as and when required.

- a. Contact Number/Mobile Number.
- b. Residential Address.
- c. Personal E-mail ID

24. The courts at New Delhi shall have sole and exclusive jurisdiction over any disputes arising under this Offer Letter.

Your employment agreement at Paytm Services will be subject to ratification of the above.

We look forward to welcoming you aboard the Paytm Services team.

Best regards,

Kirti Sharma
Human Resources
Paytm Services Private Limited

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.One97.com

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Essae Vashnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034



Annexure A

CTC Structure		
Salary Components	Monthly (Rs.)	Yearly (Rs.)
Basic	10100	121200
House Rent Allowance	5050	60600
Special Allowance	1115	13381
Statutory Bonus	2300	27600
Gross Salary	18565	222781
PF (Employer)	1622	19462
ESIC (Employer)	603	7241
Medical Insurance Premium	209	2508
Monthly CTC	21000	252000
Variable		
Performance Linked Incentive (PLI)*	12000	144000
Total Salary (Gross CTC)	33000	396000

* Medical Insurance premium rate is subject to change

* Employee contribution for PF & ESIC shall also be deducted from your Gross salary only

* Performance Linked Incentive (PLI): PLI will be subject to the sales target Vs achievement by employee's. This will be paid on monthly basis.

* FairDay Attendance will be applicable as per policy.

Paytm Services Private Limited
(Formerly known as Balance Technology Private Limited)
offer@paytmservices.com
www.One97.com

Corporate Office - B 121, Sector 5, Noida 201301, India
T: +91 120 4770770 F: +91 120 4770771 CIN: U74110KA2016PTC094535
Registered Office - Ground Floor, Essae Vashnavi Summit, 6/B 7th Main,
80 Feet Road, 3rd Block, Industrial Layout, Koramangala, Bangalore - 560034

Name of student placed with his/her contact details	Programme completed	Name of the employer with contact details	Pay package at appointment (Rs. Per annum)
G. Ajit Kumar (8667519750)	B.Sc. Computer Science	Fortunne Window Designs	180000
N. Dinesh Kumar (8148139652)	B.Sc. Computer Science	Shriram Transport Finance Company Limited	200040
P. Nandhini (9962996517)	B.Sc. Computer Science	Adecco (80-68407000)	243036
Babu. S (7358502621)	M.Sc. Computer Science	Chola Business Services Limited	237001
Jeevanandam. v (7397308417)	M.Sc. Computer Science	Syncfusion Software	258000

PLACEMENT DETAILS OF STUDENTS

Name of student placed with his/her contact details	Programme completed	Name of the employer with contact details	Pay package at appointment (Rs. Per annum)
AKASH	MSW	Indian Literacy Project, Chennai	2,16,000
APPAN RAJ S	MSW	ROOTS, Chennai	3,60,000
JAGADEESHWARAN M	MSW	Graeter Chennai Corporation Shelter	1,80,000
G.MANIKANDAN	MSW	Indian Literacy Project, Chennai	2,16,000
PRASANNA KUMAR.P	MSW	CHESS, Chennai	2,40,000
RAJAN M.S	MSW	TANSACS, Chennai	2,40,000
SARATH KUMAR J	MSW	NIMHANS ,Bangalore	3,00,000
SHARAN. B	MSW	IMH , Chennai	2,40,000
SRI RAM KUMAR V	MSW	Graeter Chennai Corporation Shelter	2,40,000
VIGNESH N	MSW	Bro Siga Guilt	2,40,000
N.AAMEENA	MSW	Sip Memorial , Chennai	3,00,000
ARCHANA. K	MSW	Karunalaya , Chennai	2,40,000
BEEMA BAI.R	MSW	CRY, Chennai	2,64,000
M. ELIZABETH MARTHAL	MSW	CMCS, Chennai	2,40,000
KOWSALYA . S	MSW	MV Diabetic Research Center, Chennai	3,00,000
S.REENA	MSW	IMH , Chennai	2,40,000
SION MANI.D	MSW	MSSW, Chennai	3,00,000



MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

GSTIN | 33AACCA8448D17X

OL/AJP-2022/2408
27/07/2022

Mr.Sathish Kumar NandaKumar
31A Thiruthangal Nagra 2Nd Street
Kodungaiyur,
Chennai

phone

+91 44 61665100

OFFER LETTER

Dear Sathish,

Welcome to MiraMed Ajuba!

We are delighted to offer you the position as "**Trainee - Medical Billing**". Your total compensation (CTC) will be Rs. **235560/-** per annum. The salary Structure is attached for your reference.

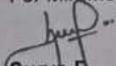
Offer Validity: You are required to join duty on or before **05 August, 2022** failing which the employment offer stands cancelled. Your appointment is subject to background verification and successful completion of the Induction Training Program in accordance with the Company's Standards.

Probation: You would be on probation for a period of 6 months from the date of your joining duty. Your confirmation will be based on meeting the minimum performance standards set for your process.

Benefits: You will be eligible for the following benefits as per the company HR policies.

1. 24 days annual leave benefit which shall include Privilege leave, Casual leave and Sick leave.
2. Performance based monthly incentive of Rs.6,000 (refer salary structure). In case the process to which you are assigned does not have an incentive program, you will be eligible for an annual bonus based on performance and competence.
3. Mediclaim Insurance coverage for Rs. 2,00,000/- per annum. Coverage for dependent family members will be given on successful completion of first annual appraisal
4. Personal Accident Insurance for Rs. 5,00,000/-
5. Life Insurance coverage for Rs. 6,02,000/-
6. Shift Allowance and food facility
7. Opportunity to participate in various Organization Development initiatives and Performance Awards organized by the company
8. Provident Fund and Gratuity as per the statutory requirements

For MiraMed Ajuba Solutions Pvt Ltd


Surya D
Head - HR

.....
Accepted and Signed

Private & Confidential



ISO 9001 : 2015



ISO/IEC 27001 : 2013

CIN No: U72200TN2000PTC051661

www.mirameditajuba.com



MiraMed Ajuba
A GLOBAL SERVICES COMPANY

(Formerly Ajuba Solutions (India) Pvt Ltd)
Registered office | 12-02 Tidel Park | 4 Canal Bank Road |

OL/AJP-2022/2297
19/07/2022

Ms. Malar Hariharan
7 11 Jeevanatham Street Ramana Nagar,
Perambur.

INSPIRED PEOPLE. INSPIRING RESULTS.

MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

OL/AJP-2022/2297
19/07/2022

Ms. Malar Hariharan
7 11 Jeevanatham Street Ramana Nagar,
Perambur,
Chennai 118

OFFER LETTER

Dear Malar,

Welcome to MiraMed Ajuba!

We are delighted to offer you the position as "**Trainee - Medical Billing**". Your total compensation (CTC) will be Rs. **235560/-** per annum. The salary Structure is attached for your reference.

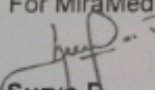
Offer Validity: You are required to join duty on or before **29 July, 2022** failing which the employment offer stands cancelled. Your appointment is subject to background verification and successful completion of the Induction Training Program in accordance with the Company's Standards.

Probation: You would be on probation for a period of 6 months from the date of your joining duty. Your confirmation will be based on meeting the minimum performance standards set for your process.

Benefits: You will be eligible for the following benefits as per the company HR policies.

1. 24 days annual leave benefit which shall include Privilege leave, Casual leave and Sick leave
2. Performance based monthly incentive of Rs.6,000 (refer salary structure). In case the process to which you are assigned does not have an incentive program, you will be eligible for an annual bonus based on performance and competence.
3. Mediciam Insurance coverage for Rs. 2,00,000/- per annum. Coverage for dependent family members will be given on successful completion of first annual appraisal
4. Personal Accident Insurance for Rs. 5,00,000/-
5. Life Insurance coverage for Rs. 6,02,000/-
6. Shift Allowance and food facility
7. Opportunity to participate in various Organization Development initiatives and Performance Awards organized by the company
8. Provident Fund and Gratuity as per the statutory requirements

For MiraMed Ajuba Solutions Pvt Ltd


Surya D
Head - HR

.....
Accepted and Signed



ISO 9001 : 2008



ISO/IEC 27001 : 2013

CIN No: U72200TN2000PTC051661

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Salary Structure		
	Monthly	Annual
	Rs.	Rs.
Basic	4,500	54,000
HRA	2,700	32,400
Conveyance / Fuel	1,600	19,200
LTA	0	0
Medical Reimbursement	417	5,004
Special Allowance & Bonus	2,826	33,910
Performance Incentive*	6,000	72,000
RETIREMENT BENEFITS		
Provident Fund	1,121	13,454
Gratuity	216	2,596
Mediclaim Policy*	250	3,000
TOTAL COST TO COMPANY	19,630	235,560
TAKE HOME PRE-TAX		
Gross Monthly Salary	12,043	144,514
less ESI (employee contribution)	90	1,084
less PF (employee contribution)	1,121	13,454
FIXED TAKE HOME PRE-TAX	10,831	129,976

* **Performance Incentive** is payable monthly, based on your performance against targets and subject to the policies and procedures applicable from time to time.
The maximum earning potential is currently Rs.6,000 pm.

* You will be entitled to a shift allowance of Rs 3000 pm. (Pro rata basis)
If you work in the night shift.

Accepted and Signed

MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

GSTIN | 33AACCA8448D17X

OLAJP-2022/2413

27/07/2022

phone

+91 44 61665100

Mr. Gurumoorthy Murugan
184 Bazar Street Latchivakkam Village Palavakkam Post
Uthukottai Taluk
Thiruvallur Dist 602026

OFFER LETTER

Dear Gurumoorthy,

Welcome to MiraMed Ajuba!

We are delighted to offer you the position as "Trainee - Medical Billing". Your total compensation (CTC) will be Rs. 235560/- per annum. The salary Structure is attached for your reference.

Offer Validity: You are required to join duty on or before **05 August, 2022** failing which the employment offer stands cancelled. Your appointment is subject to background verification and successful completion of the Induction Training Program in accordance with the Company's Standards.

Probation: You would be on probation for a period of 6 months from the date of your joining duty. Your confirmation will be based on meeting the minimum performance standards set for your process.

Benefits: You will be eligible for the following benefits as per the company HR policies.

1. 24 days annual leave benefit which shall include Privilege leave, Casual leave and Sick leave
2. Performance based monthly incentive of Rs.6,000 (refer salary structure). In case the process to which you are assigned does not have an incentive program, you will be eligible for an annual bonus based on performance and competence.
3. Mediciam Insurance coverage for Rs. 2,00,000/- per annum. Coverage for dependent family members will be given on successful completion of first annual appraisal
4. Personal Accident Insurance for Rs. 5,00,000/-
5. Life Insurance coverage for Rs. 6,02,000/-
6. Shift Allowance and food facility
7. Opportunity to participate in various Organization Development initiatives and Performance Awards organized by the company
8. Provident Fund and Gratuity as per the statutory requirements

For MiraMed Ajuba Solutions Pvt Ltd


Surya D
Head - HR

.....
Accepted and Signed



ISO 9001 : 2015



ISO/IEC 27001 : 2013

CIN No: U72200TN2000PTC051661

Private & Confidential

www.miramedajuba.com

**CONTRACT OF EMPLOYMENT****TERM SHEET**

The details set out in this Term Sheet should be read in conjunction with the attached standard terms and conditions of employment and appendices. Together, these form your contract of employment with the Company.

Employer ("Company") : Stats Systems India Private Limited

Employee ("You") : Mahalakshmi, Sivakumar

Employee's Home : #2/9, Padasalai Street, Periya Mathur, Near Manali,
Chennai, 600068

Address

Job Title : Data Collection Analyst

Line Manager : Sathyaraj, Panchatcharam

Contract Start Date : **22nd August 2022**

Probationary Period : Period of 6 months commencing from the Contract Start Date

Hours & Days of Work : 48 hours per week,

Place of work : Stats Systems India Private Limited, Chennai.

Salary : INR 259298 per annum. The manner in which your salary shall be payable is included at Appendix A to this Contract.

Annual Leave : The annual amount of vacation shall comply with the statutory provisions.

Notice Period : 1 month

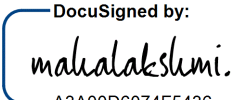
Restricted Period : 3 months

A handwritten signature in blue ink, appearing to read "Victor Vincent", with a stylized flourish at the end.

Signed for and on behalf of Stats Systems India Private Limited
By: Victor Vincent
Senior HR Executive
Date: 19th September 2022



I have read, understood, and agree to the terms set out above and those contained in the attached standard terms and conditions of employment.

DocuSigned by:

.....A3A00D6074F5436.....

Signed by: (Mahalakshmi, Sivakumar)

Date: 19th September 2022



STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

1. Introduction

- 1.1 This document sets out the Company's standard terms and conditions of employment. It should be read in conjunction with the attached Term Sheet setting out the specific terms applicable to your employment. If there is any inconsistency between the Term Sheet and these standard terms and conditions, the details set out in the Term Sheet shall prevail.

2. Conditions

- 2.1 Your employment is subject to and conditional upon receipt by the Company of:
- 2.1.1 the Term Sheet and these terms and conditions signed by you;
 - 2.1.2 appropriate documentary evidence confirming that you are legally entitled to live and work in India];
 - 2.1.3 if requested, such references which are considered satisfactory by the Company in its absolute discretion; and
 - 2.1.4 any other documents or confirmations as may be specified in the Term Sheet or are sought by the Company.
- 2.2 You agree and consent to the Company conducting certain background checks by itself or through third party agencies to verify and authenticate information received from you during the hiring process or to otherwise meet any business requirements. You agree that this Contract is contingent upon a satisfactory background check as well as verification of your previous employment and other related details.
- 2.3 If the Company permits you to start work before the conditions referred to in paragraphs 2.1 and 2.2 have been satisfied, this shall not constitute a waiver of those conditions.
- 2.4 Notwithstanding the aforementioned paragraphs, if you have not signed this Contract but you accept any payments or benefits from the Company, these terms and conditions and the Term Sheet shall be deemed to apply in respect of your employment.

3. Start date

- 3.1 The Term Sheet sets out the date of commencement of your employment under this Contract. [It is clarified that your employment with the Company continues without interruption since the date stipulated therein and the period of service already rendered by you to the Company will be recognized for administration of all applicable statutory / contractual benefits.]

4. Probationary period

- 4.1 The Term Sheet specifies whether your employment is subject to confirmation following completion of a satisfactory probationary period and, if so, the duration of such probationary period.



- 4.2 During any probationary period (if applicable), the Company may terminate your employment at any time by giving one week's notice or payment of salary in lieu of such notice.
- 4.3 The probationary period will continue until the Company has confirmed in writing that it has concluded, and the Company may, in its absolute discretion, extend any such probationary period as it may deem necessary.

5. **Title and duties**

- 5.1 Your job title and line manager will be as specified in the Term Sheet.
- 5.2 You are required to be flexible in the duties that you undertake, and you may be assigned, on a temporary or permanent basis, additional or other duties (including duties for any Group Company) as may be required to meet the needs of the business. The Company may, upon reasonable notice, make variations to your job title and reporting relationships.
- 5.3 The Company reserves the right to transfer your services to any of its other branches / locations / departments / offices / sites / Group Companies or divisions either in India or abroad as it may deem necessary solely at its discretion and for such period of time that the Company deems appropriate. Subject to applicable laws, the Company also reserves the right to transfer your services under substantially the same terms and conditions contained herein, to any successor-in-interest by virtue of any corporate restructuring, amalgamation, takeover or merger by, or of, the Company. The Company shall notify you of such change in the structure of the Company, as per applicable law.
- 5.4 You agree that you will at all times during your employment:
- 5.4.1 perform your duties faithfully and diligently to the best of your abilities;
 - 5.4.2 familiarise yourself with and abide by any rules, procedures and policies notified to you by the Company from time to time; and
 - 5.4.3 promote the best interests of the Company and the Group Companies.
- 5.5 You agree that you will not at any time during your employment:
- 5.5.1 do anything that may damage or undermine the reputation, interests or the business of the Company or any Group Company; or
 - 5.5.2 put yourself in a position whereby your interests conflict with the interests of the Company or any Group Company.
- 5.6 You also recognise the importance of ensuring and protecting the integrity, security and good reputation of the services that the Company and Group Companies provide and of conducting yourself in a manner consistent with the highest standards in the sports media, technology and betting industries and, accordingly, you agree to comply with all Company and Group Company policies, procedures, codes of conduct and business ethics in force from time to time. You also recognise the personal responsibility you have as an employee of the Company to ensure that you are familiar with and maintain an up to date and accurate knowledge of such policies, procedures, codes of conduct and business ethics, as relevant to your role.



6. **Working time**

- 6.1 Your normal hours and days of work will be as specified in the Term Sheet. These may be varied on reasonable notice at the Company's discretion as may be necessary to meet the needs of the business. You will be expected to work such additional hours as may be reasonably necessary for the proper performance of your duties.
- 6.2 Unless required under applicable laws or specified in the Term Sheet or otherwise agreed in writing in advance with your line manager, there is no contractual entitlement to additional remuneration (or time off in lieu) for working in excess of your normal or assigned working hours.

7. **Shift work**

- 7.1 If you are required to work on a shift / rota basis:
- 7.1.1 the company will aim to issue you with a rota at least 1 week in advance which will set out the days and shifts you are required to work;
 - 7.1.2 the days and shifts that you are required to work will depend on the Company's business requirements and may involve irregular working hours including weekends, nights and bank holidays;
 - 7.1.3 each shift will have a 'shift start time' which may be varied on reasonable notice at the Company's discretion; and
 - 7.1.4 your shift pattern on which you are required to work may be varied from time to time.

8. **Place of work**

- 8.1 Your normal place of work will be the address specified in the Term Sheet. The Company shall be entitled to require you to work (either on a temporary or permanent basis) at such other locations or offices of the Company or any client of the Company as the Company may direct from time to time.
- 8.2 You may be required to carry out your duties under this Contract virtually through online means or resources in accordance with any policy or instructions of the Company in this regard in the event of any pandemic or epidemic that may have triggered or would trigger appropriate lock down or closure measures by the competent governmental authority or any other operational reasons as per Company's directions. Further, in such event, your place of employment from the perspective of the applicable labour laws shall be deemed to be the place of work specified in the Term Sheet.
- 8.3 You may be required to travel both throughout and outside India in the performance of your duties. You expressly agree to undertake such travel without additional compensation, unless otherwise agreed in writing in advance with your line manager.

9. **Salary & expenses**

- 9.1 Your salary will be the figure specified in the Term Sheet read with Appendix A of this Contract. Your salary will be paid in arrears on or around the last week of each month and shall be subject to such deductions for tax and social security contribution(s) at the rate(s) prescribed by applicable laws. This salary includes compensation for all services



rendered under this Contract and may be amended from time to time by the Company at its sole discretion.

- 9.2 The responsibility for making the requisite income tax filings and responding to any queries from the Indian tax authorities shall lie solely with you and the Company will not be responsible for any tax filings in respect of your income.
- 9.3 The Company shall review your fixed salary annually usually in April each year. The Company is not contractually obliged to increase your fixed salary at any given review. Any increase to your fixed salary may be made conditional on you agreeing to new or revised terms and conditions of employment. There will be no review of your fixed salary after notice of termination for your employment has been given by either party.
- 9.4 The payment of any bonus, royalty, commission or incentive (whether in cash or another form) shall be at the absolute discretion of the Company, and the Company shall not accept any legal claim by you or your legal representatives, even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature.
- 9.5 Subject to the production of the relevant receipts or other evidence of payment in accordance with the Company's policy and provided the expense has been approved in advance in writing, you will be reimbursed all reasonable travelling and other out-of-pocket expenses which have been properly incurred by you in the performance of your duties.
- 9.6 The Company shall be entitled to deduct from your remuneration (which, for this purpose, includes salary, notice pay, bonus or any other such contractual payment) any sums owed by you to the Company including, without limitation, any overpayments, loans or advances made to you by the Company, any amount in respect of leave taken in excess of your accrued entitlement on termination and the cost of repairing or replacing any Company property damaged or lost by you.
- 9.7 The terms of your employment and compensation are strictly confidential, and you shall not divulge the same to any other person except where required by law or any Company policy.

10. **Other benefits**

- 10.1 Any other benefits applicable to your employment will be as specified in the Term Sheet and read with Appendix A of this Contract.
- 10.2 Gratuity shall be payable to you at the statutorily prescribed rate at the time of cessation of your employment, subject to eligibility and conditions prescribed under the Payment of Gratuity Act 1972.
- 10.3 Any benefits provided under an insurance policy will be subject to you meeting the insurers' eligibility criteria, the rules of the relevant policy from time to time and the Company being able to obtain cover for you at standard rates. The Company reserves the right, in its absolute discretion, to change any such policies and/or the level or scale of benefits provided. If any scheme provider refuses for any reason to provide benefits to you, the Company shall not be liable to provide such benefits itself or compensation in lieu of such benefits. Any actual or prospective entitlement to benefits under any of the policies shall not limit or affect the Company's right to terminate your employment.



- 10.4 Additional benefits may be made available to you from time to time. Any such benefits, will be provided at the Company's absolute discretion and may be withdrawn at any time without any obligation on the Company to provide a replacement benefit or compensation in lieu thereof.

11. Leave entitlements

- 11.1 The Company's leave year runs from 1 January to 31 December each year.
- 11.2 During each leave year you will be entitled to take as paid leave the number of days specified in the Term Sheet. In the first and final year of your employment, your leave entitlement shall be pro-rated according to your joining / exit date.
- 11.3 All leave requests must be submitted and approved in accordance with the procedures set out on the Company's intranet which may be varied at any time. The Company reserves the right to cancel any pre-approved leave should this be necessary on account of the Company's business needs.
- 11.4 Your leave entitlements shall be in accordance with the policies and procedures established and notified by the Company and the applicable laws in this regard.

12. Sickness

- 12.1 If you are unable to work due to sickness or injury you must inform your line manager as soon as possible on your first day of absence confirming the reason for your absence and its expected duration.
- 12.2 Following any period of absence on account of sickness, you must immediately on your return to work complete, sign and return a self-certification form to the Company. Any false or inaccurate statement made by you on the self-certification form could result in disciplinary action being taken against you.
- 12.3 If your absence lasts for more than 3 consecutive days (including weekends) you must provide the Company with a doctor's certificate on the fourth day of absence. Thereafter, a doctor's certificate must be provided to the Company in respect of the remaining period of your absence. In the case of an absence of uncertain duration, you must keep the Company regularly informed of its expected duration.
- 12.4 Your entitlement to avail sick leave shall be as specified in the Term Sheet and in accordance with the Company's HR Policies and Procedures.
- 12.5 The Company may decline approval of your sick leave if:
- 12.5.1 you fail to comply with the notification requirements set out above;
 - 12.5.2 it has reasonable grounds to believe that your sickness is not genuine and/or that you are fit to return to work;
 - 12.5.3 your sickness or incapacity is self-induced and/or you fail to take reasonable steps to regain your fitness for work as soon as reasonably possible; or
 - 12.5.4 you fail to co-operate with a reasonable request by the Company to ascertain your fitness for work.



- 12.6 If your period of incapacity for work coincides with a period of pre-approved privilege leave, you may, subject to providing such evidence of your incapacity as the Company may require, elect to take the time off as sick leave rather than privilege leave.
- 12.7 The Company reserves the right at any time to require you to undergo a medical examination (at the Company's expense) by a doctor nominated by the Company.
- 12.8 Should you come to know that you have contracted any infectious or contagious disease, you shall immediately notify your line manager of such occurrence and shall thereafter act in accordance with the instructions of the line manager and in accordance with such policy(s) of the Company as may be declared from time to time in this regard.

13. **Intellectual Property Rights**

- 13.1 You must promptly disclose to the Company any idea or invention created or developed by you which relates to or is reasonably capable of being used in the business of the Company or any Group Company.
- 13.2 You acknowledge that all Intellectual Property Rights in all Products shall automatically, on creation, vest in the Company absolutely. The Company alone, at its sole discretion, shall have the right to exploit any and all such Intellectual Property Rights by any means throughout the world during and after the term of this Contract in perpetuity.
- 13.3 To the extent that such Intellectual Property Rights do not vest in the Company, you hereby assign to the Company all such rights, title and interest that you may have or may hereafter acquire in the Products on a worldwide basis and in perpetuity. The assignment of rights envisaged herein shall extend to all existing and future Products for all manners of exploitation whether now known or that may be known or created at any time in the future.
- 13.4 You agree to execute all documents and do all acts as may be necessary or desirable to vest the Intellectual Property Rights unconditionally in the Company and to register them in the Company's name, without any charge or compensation.
- 13.5 It is a term of your employment that you irrevocably and unconditionally waive all so-called moral rights or any rights of similar nature under any law in any jurisdiction which you may acquire as a result of your employment. You therefore acknowledge and agree that you will not have any right, other than at the Company's discretion, to be identified as the author of any material or to be credited as the author or contributor of any material produced by the Company.
- 13.6 You shall not directly or indirectly, in any manner whatsoever, at any time violate or infringe the Intellectual Property Rights vested in the Company pursuant to this paragraph 13. You must use all reasonable endeavours to ensure that all Products produced or created by you are original and do not infringe the copyright or other right of any other party.
- 13.7 In the event that the Company initiates or defends any legal action with regard to enforcing its Intellectual Property Rights, you shall cooperate fully with the Company at the cost of the Company in the prosecution or defence of such action, both during and after termination of your employment hereunder and you agree to make yourself available for the aforesaid purpose.



14. **Confidentiality and Non-Disparagement**

- 14.1 You represent that this Contract is not in breach of any agreement to keep in confidence any proprietary information, knowledge or data acquired by you in confidence or trust prior to your employment by the Company. You further represent that you will not disclose to the Company or induce the Company to use any proprietary information or material belonging to any previous employers or other persons.
- 14.2 You must not (other than in the proper performance of your duties) either during or at any time after your employment has terminated use for your own purposes or publish or disclose to any other person any Confidential Information. You further agree that you shall use your best endeavours to prevent the use, publication or disclosure of Confidential Information by other persons.
- 14.3 All Confidential Information and all other documents, papers and property on whatever media and wherever located which may have been made or prepared by you, or at your request or have come into your possession or under your control in the course of your employment or which relate in any way to the business of the Company or Group Companies (including prospective business) or its or their affairs or those of any customer, supplier, agent, distributor or sub-contractor of the Company or any Group Company are deemed to be the property of the Company. You must deliver up all such documents and other property, including all copies, to the Company immediately upon the Termination Date (or at any earlier time on demand). Further you must irretrievably delete any information relating to the business of the Company or any Group Company stored on any magnetic or optical disk or memory and all matter derived from such sources which is in your possession or under your control outside the premises of the Company.
- 14.4 You must immediately inform the Company if you become aware of the possession, use or knowledge of any of the Confidential Information by any person not authorised to possess, use or have knowledge of the Confidential Information, whether during your employment or thereafter and you must at the Company's request provide such reasonable assistance as is required to deal with such event.
- 14.5 The provisions set out in paragraph 14.2 to 14.4 do not apply to:
- 14.5.1 any use or disclosure authorised by the Company or as required by law. However, in such a situation, you shall promptly notify the Company regarding any such disclosure made or required to be made by you in pursuance of a court order or to a governmental authority; or
 - 14.5.2 any information which is already in, or comes into, the public domain otherwise than through your unauthorised disclosure.
- 14.6 You acknowledge and agree that while employed by the Company, you shall protect and conserve any and all Company Property that is entrusted to you and/or that you have access to and you shall not directly or indirectly, use, or allow the use of Company Property for any purpose other than Company and/or Group Company activities (whether or not such Company Property also amounts to Confidential Information). For the avoidance of doubt, and without prejudice to the generality of this paragraph 14.6:
- 14.6.1 you shall not use any Company Property:
 - (a) to support or facilitate sports betting activities; and/or



(b) for your personal interest or benefit,

14.6.2 you shall not record, store, copy or otherwise alter the Company Property unless specifically instructed to do so by the Company.

14.7 Non-Disparagement: At any time during your employment or thereafter, you promise and agree not to make or induce any other person to make derogatory or disparaging statements (whether or not you believe the statements to be true) of any kind, oral or written, regarding the Company or the Group Companies, and their directors, officers, employees, advisors, agents and / or clients to any person or organisation whatsoever including on Social Media which may reasonably be expected to impugn or degrade the character, integrity, or ethics of the Company or the Group Companies, and their officers, directors, employees and / or agents, or clients, or which may reasonably be expected to damage the business, image or reputation of the Company and its Group Companies, and their officers, directors, employees and / or agents, or clients.

14.8 Failure by you to comply with this paragraph 14 shall represent gross misconduct, entitling the Company to terminate your employment with immediate effect.

15. Business contacts

15.1 You acknowledge and agree that any Business Contacts and all details relating to such Business Contacts are owned by the Company regardless of where such details are stored. For the avoidance of doubt, this includes details of any Business Contacts stored on any Social Media account or profile owned or controlled by you (including but not limited to your LinkedIn profile). If requested by the Company, you must provide the Company with details of all such Business Contacts.

16. Other activities

16.1 You shall be a full-time employee of the Company and shall devote your professional skills and energies entirely towards the conduct of your duties under your employment with the Company. You must not at any time during your employment (either during or outside your normal hours of work), without the prior written consent of the Company, be directly or indirectly engaged, concerned or interested in any form of business, trade or other occupation other than the business of the Company or any Group Company, whether part-time or full-time, with or without compensation. This shall not prevent you from holding an investment by way of shares or other securities of not more than 5% of the issued share capital of any company, whether or not it is listed or dealt in on a recognised stock exchange.

17. Termination

17.1 Termination without cause / resignation: Subject to paragraphs 4.2 and 17.5, your employment may be terminated at any time by you or the Company by giving the other party prior written notice for the period specified in the Term Sheet.

17.2 The Company may, in its absolute discretion, elect to terminate your employment with immediate effect and pay you salary in lieu of any unserved period of notice of termination. The amount of any such payment in lieu shall be calculated by reference to your gross fixed salary but shall not include the value of any other additional benefits.

17.3 In the event you choose to resign from the services of the Company but fail to serve the notice period as required herein, the Company has the right to require you to pay an amount equal to gross fixed salary in lieu of the unserved notice period. However,



the Company may at its sole discretion waive such notice requirement, whether partly or in full, without any obligation to pay any salary for the notice requirement so waived.

- 17.4 During any period of notice of termination, the Company may require you to take garden leave for all or part of your remaining period of notice. If you are required to take garden leave, you will continue to receive your full salary and benefits but you may not, without the Company's prior written consent, attend the Company's, any Group Company's or any client's premises or carry out any work or contact any client, prospective client or employee of the Company. You may also be required to return all Company property (including, without limitation, any Company Property and Confidential Information) in your possession. Alternatively, during any period of notice of termination, the Company may require you to undertake different duties, including but not limited to project work.
- 17.5 Termination with cause: Notwithstanding paragraph 17.1, the Company may at any time terminate your employment for cause with immediate effect with no liability to make any further payment to you (other than in respect of any accrued salary and expenses as at the date of termination) if:
- 17.5.1 you commit an act of gross misconduct or gross negligence including, without limitation, conduct of a criminal nature or involving fraud, theft, moral turpitude, corruption, forgery, embezzlement, or misappropriation of assets of the Company; or
 - 17.5.2 you commit any repeated or serious breach of the terms of this Contract, any work rules or policies of the Company, or your material duties of employment (including any wilful neglect or refusal to carry out your duties or to comply with any reasonable instructions given to you); or
 - 17.5.3 you commit any act of harassment, violence and abusive conduct of any kind, including sexual harassment, committed against any person at the Company's workplace or during any online interaction through virtual means of communication; or
 - 17.5.4 you conduct yourself in a way which is materially harmful to the interests of the Company or which tends to bring yourself, the Company or any Group Company into disrepute; or
 - 17.5.5 you have an application of any bankruptcy or insolvency proceedings filed and admitted against you; or
 - 17.5.6 you cease to be eligible to work in India; or
 - 17.5.7 evidence comes to the Company's attention that you knowingly provided false or misleading information prior to the start of your employment in relation to your qualifications, skills, experience, education or employment history which had a material effect on the Company's decision to offer you employment.
- 17.6 The Company may impose demotion or other suitable sanctions as an alternative to dismissal in the event that the Company in its absolute discretion deems this a reasonable sanction in the circumstances.
- 17.7 Absenteeism: If you are unable, for a period of more than [6 months] (whether consecutive or not) during any 12 months period, to perform your duties under the Contract on substantially a full-time basis, for any reason whatsoever, medical or



otherwise, the Company may, at its option, terminate your employment upon giving prior written notice for the period specified in the Term Sheet. In the event of such termination, you shall be entitled to receive any outstanding amounts, that would be payable to you up to the date of termination. Further, the Company reserves the right to terminate your employment without notice if you are absent from work for a period of more than [7 days] without the prior approval of the Company.

17.8 **Retirement:** You shall automatically retire from the Company on attaining the age of retirement as specified in applicable Company policies (which may be updated at the Company's discretion) and this Contract shall accordingly stand terminated. In accordance with applicable law, the Company may, subject to discussion with you and your acceptance in this regard, extend the term of your employment under this Contract beyond the stipulated age of retirement for such period as may be mutually agreed in writing between the parties.

17.9 **Death:** The Contract / employment shall terminate immediately upon your death and your legal heirs / nominees shall be entitled to receive any outstanding amounts that would be payable to you up to the date of such termination of employment.

18. **Obligations on termination**

18.1 On the termination of your employment (for whatever reason) you must:

18.1.1 Immediately return to the Company in accordance with its instructions all property and information (including, without limitation, any Company Property and Confidential Information) belonging to or relating to the Company or any Group Company, including all electronic equipment, documents, records, files, memoranda, reports, price lists, customer lists, sketches and any copies thereof in whatever form those copies may be made, whether on paper, tape, computer disc or any other storage medium.

18.1.2 permanently delete any information belonging to the Company (including, without limitation, any Company Property and Confidential Information) from any computer system, storage device or handheld device that is in your possession or under your control.

18.1.3 resign from all offices that may be held by you in the Company or on behalf of the Company including but not limited to honorary positions held on behalf of the Company in any charitable institutions, industry bodies, trade associations or any other organisation of such nature.

19. **Restrictive covenants**

19.1 You acknowledge that your position with the Company places you in a position of confidence and trust with customers, suppliers, and other persons and entities with whom the Company has a business relationship. As a consequence, you agree that the covenants and the time and scope limitations contained in this paragraph 19 are fair, reasonable and necessary in all respects for the protection of the goodwill and legitimate business interests of the Company.

19.2 You agree that you will not, without the prior written consent of the Company, either during your employment (except in the proper performance of your duties) or at any time during the Restricted Period, either on your own account or on behalf of any other person, firm or company (in any capacity whatsoever) directly or indirectly:



- 19.2.1 solicit or endeavour to solicit the business of a Client or Prospective Client with a view to providing Restricted Products or Services to that Client or Prospective Client in competition with the Company; or
 - 19.2.2 have or initiate or cause to initiate any business dealings with any Client or Prospective Client in relation to the provision of Restricted Products or Services in competition with the Company; or
 - 19.2.3 induce or endeavour to induce any Restricted Supplier to cease to supply, or to restrict or adversely vary the terms of supply to the Company; or
 - 19.2.4 assist, promote or encourage a Client / Restricted Supplier or any other party which has a business relationship with the Company to terminate, discontinue, or reduce the extent of their relationship with the Company; or
 - 19.2.5 persuade, procure or influence (or attempt to persuade, procure or influence) a Restricted Person to terminate his / her employment or engagement with the Company; or
 - 19.2.6 anywhere within the Restricted Area, be employed, engaged or be interested in a business which competes with the Company's Business or otherwise carry out Restricted Work for such other business in any capacity. This undertaking includes, but is not limited to, your acting, either singly or jointly, as an agent / employee / consultant / independent contractor / trustee / partner / investor / director of, or otherwise providing any know-how or assistance to one or more firms, entities, corporations or persons engaged in business with competes with the Company's Business; or
 - 19.2.7 engage in or attempt to engage in any other act or thing analogous to the foregoing that would prejudice the interests of the Company.
- 19.3 The provisions of paragraph 19.2 and the relevant definitions in paragraph 24 shall apply as though references to "Group Company" are included in references to "the Company", save that the restrictions shall only apply to those Group Companies for which you performed services or with which you were otherwise concerned to a material extent during the Relevant Period.
- 19.4 The Company contracts as trustee and agent for the benefit of the Group Companies referred to in the above paragraph. You agree that, if required to do so by the Company, you will enter into covenants in the same terms as those set out in paragraph 19.2 with all or any of such Group Companies.
- 19.5 Each of the restrictions in paragraph 19.2 is intended to be separate and severable. If any of the restrictions are held to be void but would be valid if part of the wording was deleted, such restrictions shall apply with such deletion as may be necessary to make it valid or effective.
- 19.6 If you are offered employment or a consultancy arrangement or a partnership or any other engagement with a third party at any time during the Restricted Period, you will supply that third party with a copy of paragraph 19 of these terms and conditions.
- 19.7 Severance payment:



- 19.7.1 Subject to compliance with the terms of this Contract and fulfilment of the conditions set out in the following paragraphs, upon termination of your employment pursuant to paragraph 17.1 of this Contract, the Company shall pay you monthly severance payments ("**Severance Payments**") running through the duration of the Restricted Period. The quantum of such Severance Payment shall be equivalent to your last drawn monthly fixed salary prior to termination of your employment, or such other amount as notified to you in writing by the Company at the time of your release from Company's employment and shall be payable for the length of the Restricted Period only. For illustration purposes only, if the Restricted Period is twelve (12) months then the Severance Payment shall consist of 12 monthly instalments equivalent to your last drawn monthly fixed salary prior to termination of your employment.
- 19.7.2 The Severance Payments, subject to applicable statutory deductions, shall be credited to your designated bank account or shall be paid by cheque, which shall be sent by post to your designated address, on a monthly basis during the course of the Restricted Period, according to the Company's regular payroll process and policies.
- 19.7.3 During the Restricted Period, you shall deliver to your last line manager or such other person designated by the Company and notified to you in this regard a monthly compliance declaration in Appendix B or in such form as may be prescribed by the Company from time to time, certifying your continued compliance and strict adherence to the post-termination restrictions and confidentiality obligations stipulated in this paragraph 19 for the relevant month. Disbursal of the Severance Payments shall be subject to the Company's receipt of such monthly compliance declaration. Failure to provide the declaration by 25th of each month would result in withholding of the Severance Payments until the compliance declaration for the relevant month is duly received by the Company.
- 19.7.4 It is hereby clarified that you will not be entitled to and shall not receive Severance Payments from the Company:
- a) if your employment is terminated for cause pursuant to paragraph 17.5 of this Contract; or
 - b) if, pursuant to your resignation from the Company, you fail to serve prior written notice for the period required under this Contract; or
- 19.7.5 Further, it is also clarified that you shall not receive any Severance Payments from the Company for the duration of the Restricted Period for which you are placed on garden leave during your notice period.
- However, in each of the aforesaid situations as set out in paragraphs 19.7.4 and 19.7.5, you shall remain bound by the post-termination restrictions included in this paragraph 19.

20. Corrupt Practices

- 20.1 During the period that you are employed with the Company, you shall not, either on behalf of the Company or on the pretext thereof, offer any Government Officer any consideration for the performance of any assessment or decision that may be



favourable to the Company, other than the legally acceptable, official and Company approved consideration.

- 20.2 For the purposes of this paragraph, "Government Officer" means any person working in or acting on behalf of any person working in any organisation that is part of the Government of any country or which is wholly or partially controlled by such Government or which exercises any quasi-governmental public function.
- 20.3 During the period that you are employed with the Company, you shall not, either while acting on behalf of the Company or on the pretext thereof, accept from any person or entity, any consideration for any assessment or decision that may be favourable to that person or entity. Such consideration shall include any item or conduct that may be of value such as a gift, bribe, payment, performance or favour.

21. **Indemnification**

- 21.1 Without prejudice to any other right available to the Company in law or under equity, you shall be liable to compensate and indemnify, defend and hold harmless the Company and the Group Companies, their directors, shareholders, officers and employees, from and against losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, assessments, interest, penalties and other costs or expenses (including, without limitation, reasonable attorneys' fees and expenses) arising out of or in connection with the breach or alleged breach of your representations, warranties and / or covenants under this Contract and applicable law. The Company shall be entitled to defend itself pursuant to this paragraph at your cost.

22. **Disciplinary and grievance procedures**

- 22.1 The disciplinary rules applicable to your employment together with the procedure applicable to the initiation of disciplinary or dismissal decisions are set out in the Company's HR Policies and Procedures which are available on the intranet.
- 22.2 The Company shall be entitled to suspend your employment at any time and for as long as the Company deems necessary to investigate any matter in which you are implicated or involved (whether directly or indirectly) and to conduct any related disciplinary proceedings. During such suspension period, you may be entitled to such payments in the nature of subsistence allowance (in lieu of salary payable as per payroll practice / cycle) as may be payable under applicable laws.
- 22.3 If you have a grievance relating to your employment you should raise the matter in accordance with the Company's grievance procedure set out in the Company's HR Policies and Procedures which are available on the intranet.
- 22.4 If you are not satisfied with any disciplinary or grievance decision you may appeal in writing to the person specified in the relevant procedure. The Company will nominate an appropriate manager to hear your appeal. Their decision shall be final and binding.
- 22.5 The Company's disciplinary and grievance procedures are for guidance only and do not form part of your contract of employment.

23. **Notices under the Contract**

- 23.1 Any amendment, notice, or other communication under this Contract shall be sent by personal delivery or courier or email or by registered mail to the parties at their



respective addresses set forth below (or at such other address as a party may previously have notified the other party in accordance with this paragraph):

To the Company:

Attention : Stats Systems India Private Limited.
 Address : 683, Madhar Sha Tower, Thousand Lights, Anna Salai
 Chennai - 600006, INDIA
 Email : HRSupport@statsperform.com

To the employee:

Attention : Mahalakshmi, Sivakumar
 Address : #2/9, Padasalai Street, Periya Mathur, Near Manali.,
 Chennai, 600068
 Email : mahalakshmi.sivakuma@statsperform.com

- 23.2 All notices and other communications required or permitted under this Contract will: (a) if delivered personally or by courier, be deemed given upon delivery or when delivery is refused; and (b) if delivered by email, be deemed given when electronically confirmed.

24. **Definitions**

For the purposes of these terms and conditions, the following words and expressions shall have the following meanings:

Business	means the business of the Company as at the Termination Date and with which you were involved to a material extent at any time during the Relevant Period;
Business Contacts	means all business contacts or connections obtained or acquired by you during the course of your employment;
Client	means any person, firm, company or other organisation to whom the Company supplied Restricted Products or Services at any time during the Relevant Period and with whom you had material contact or dealings on behalf of the Company at any time during that period;
Confidential Information	means any trade secret, customer information, trading details, or other information relating to the business, goodwill, secrets or personnel, or intellectual property rights of the Company or any Group Company, which is not publicly available, any other information of a confidential or commercially sensitive nature which relates to the business, products, services, methods, processes or affairs of the Company or any Group Company or any of its or their clients or prospective clients including (without limitation) business plans,



financial information, projects or proposals (past, present or future), tenders, technical data, any non-public statistical and/or trading data relating to sports events, any database or other compilation or aggregation of statistical and/or trading data, relating to sports events which is not publicly available, any processes or methodology relating to the same, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier, any information which you are told is confidential or which you might reasonably expect the Company or any Group Company to regard as confidential, any information supplied to the Company or any other Group Company by any third party in relation to which a duty of confidentiality is owed or arises, any information required to be treated as confidential by any legislation or professional or regulatory rule or requirement, any information or item, which should otherwise be reasonably regarded as possessing a quality of confidence, any information having commercial value or use in relation to the business activities of the Company or any Group Company, including any such information introduced by you into any computer or other electronic system or storage method owned or operated by the Company or any other Group Company, and any information or item obtained, derived or compiled from any of the above;

Company Property

means:

- (i) statistical data gathered and/or produced by the Company and/or any Group Company (including any methods/processes involved in producing it whether technical or otherwise);
- (ii) trading data relating to the Company and/or any Group Company (including any methods/processes involved in producing it whether technical or otherwise);
- (iii) sports data gathered and/or produced by the Company or any Group Company;
- (iv) any Company and/or any Group Company products and/or services (including, without limitation, databases);
- (v) proprietary software of the Company or any Group Company;
- (vi) any electronic device, equipment and/or other technology belonging to the Company and/or any Group Company including, without limitation, laptops, mobile phones, data collection devices and the technology platforms that sit behind the content produced by the Company and/or any Group Company; and



(vii) any other property owned, operated, controlled and/or maintained by the Company or any Group Company;

Contract	means these terms and conditions together with the details contained in the Term Sheet and any other policies and procedures notified to you by the Company which are stated to have contractual effect;
Group Company	means any parent company and / or subsidiaries of the Company including any associated or affiliated companies, partnerships or joint ventures of the Company;
Intellectual Property Rights	means any patents, rights to inventions, copyright, trademarks, trade names and domain names, rights in get-up, rights in goodwill or to sue for passing off, rights in designs, rights in computer software, database rights, rights in confidential information (including know-how and trade secrets) and any other intellectual property rights, in each case whether registered or unregistered and including all applications (or rights to apply) for, and renewals or extensions of, such rights and all similar or equivalent rights or forms of protection which may now or in the future subsist in any part of the world;
Products	means all materials in whatever form prepared, produced, created, conceived, developed or reduced to practice by you (whether jointly or alone) and whether wholly or partly in the course of your employment where such materials relate to the business of the Company or any Group Company;
Prospective Client	means any person, firm, company or other organisation with whom the Company has, at any time during the Relevant Period, had any negotiations or material discussions regarding the possible supply of Restricted Products or Services and with whom you had material contact or dealings on behalf of the Company at any time during that period;
Relevant Period	means the period of 12 months immediately preceding the Termination Date;
Restricted Area	means (a) the territory of India; and (b) any other country in the world where, as at the Termination Date, the Company develops, sells, supplies, or researches Restricted Products or Services (or has plans to do so within the following 6 months) and in respect of which you were responsible (whether alone or jointly) or concerned on behalf of the Company at any time during the Relevant Period;

Restricted



Products or Services	means any products or services of the same kind as or of a materially similar kind to those provided by the Company and with which you were responsible (whether alone or jointly) or concerned any time during the Relevant Period;
Restricted Person	means any person employed or engaged by the Company in a managerial, sales, creative or technical role with whom you had material contact or dealings at any time during the Relevant Period;
Restricted Period	means the period specified in the Term Sheet immediately following the Termination Date;
Restricted Supplier	means any person who was a supplier or distributor of the Company at any time during the Relevant Period and with whom or which you had business dealings during the Relevant Period or in respect of whom or which you were privy to Confidential Information during the Relevant Period;
Restricted Work	means any work of the same kind as or of a materially similar kind to any work or services that you carried out on behalf of the Company at any time during the Relevant Period;
Social Media	means any service, application or website allowing its users to communicate and/or network with each other and/or to post and/or share content (whether in written, audio, video or photographic form);
Termination Date	means the date on which your employment terminates or, if earlier, the date on which you are placed on garden leave during any period of notice of termination; and
Term Sheet	means the term sheet setting out the specific terms applicable to your employment (as may be amended or updated from time to time).

25. Miscellaneous

- 25.1 You represent and warrant that you are not bound by or subject to any court order, agreement, arrangements or undertaking which in any way restricts or prohibits you from entering into the Contract or from performing your duties under it.
- 25.2 You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems (including your telephone and work mobile telephone (if applicable)) for the purposes of ensuring that the Company's rules are being complied with and for legitimate business purposes. You must comply with any electronic communication systems and social media policies that the Company may issue from time to time.
- 25.3 You consent to the Company collecting, using, storing, processing and transferring (if required) your personal data (including any sensitive personal data or information within the meaning of the Information Technology (Reasonable Security Practices and



Procedures and Sensitive Personal Data or Information) Rules 2011) for the purposes of administering and maintaining personnel records, providing information to the Company's professional advisers, insurers or prospective purchasers of the Company's business or otherwise as may be reasonably necessary for the performance of the Company's legal obligations. You shall strictly follow any applicable data privacy and protection guidelines issued by the Company.

- 25.4 No collective agreements directly affect the terms and conditions of your employment.
- 25.5 All of the rights, duties and obligations between the parties as set forth in this Contract are in addition to those provided by applicable law and none of the remedies specifically provided for in this Contract will preclude either you or the Company from pursuing additional remedies available to either of the parties.
- 25.6 You agree that if you violate any obligations under this Contract, you may, in addition to damages, be subject to court enforcement of the specific terms and provisions of this Contract. You acknowledge that it may be difficult to ascertain the exact quantum of damages for violation of these provisions, but that damages would be of a continuing nature and that the Company would suffer irreparable harm and injury by reason of such violations. Consequently, you consent to court enforcement of the specific language of this Contract.
- 25.7 The Contract contains the entire understanding and agreement between the parties relating to the terms of your employment and supersedes in all respects any previous or other existing arrangements, agreements or understandings between you and the Company whether oral or written in relation to its subject matter, [including (without limitation) the letter of appointment and non-disclosure agreement dated **22nd August 2022**
- 25.8 The termination of this Contract shall in no event terminate or prejudice: (i) any right or obligation arising out of or accruing under this Contract attributable to events or circumstances occurring prior to such termination; (ii) any provision which by its nature is intended to survive termination, including the provisions of paragraph 13 (Intellectual Property Rights), paragraph 14 (Confidentiality and Non-Disparagement), paragraph 19 (Restrictive Covenants) and paragraph 21 (Indemnification).
- 25.9 In the event of any paragraph or definition (or part of a paragraph or definition) contained in the Contract being declared invalid or unenforceable by any court of competent jurisdiction, all other paragraphs or definitions (or parts of a paragraph or definition) contained in the Contract shall remain in full force and effect and shall not be affected thereby. For the avoidance of doubt, each paragraph and definition (or part of a paragraph or definition) in the Contract is intended to be separate and severable. If any paragraph or definition (or part of a paragraph or definition) is held to be void but would be valid if part of the wording was deleted, such paragraph or definition shall apply with such deletion as may be necessary to make it valid or effective.
- 25.10 The Company reserves the right to make reasonable variations to the Contract. Any variation to the Contract shall not be effective unless it is confirmed in writing and signed by or on behalf of the Company.
- 25.11 You acknowledge that in entering into the Contract you do not rely on, and irrevocably waive any right you may have in respect of any representation which is not expressly set out in the Contract, provided that nothing in the Contract shall limit or exclude any liability for fraud.



- 25.12 No failure or delay by the Company in exercising any right or remedy under the Contract shall operate as a waiver of that right or remedy.
- 25.13 At the Company's expense you agree to execute such documents and perform such acts as may reasonably be required for the purpose of giving full effect to the Contract and the rights expressed to be granted under the Contract.
- 25.14 The Contract shall be governed by and construed in accordance with the laws of India and you and the Company submit to the jurisdiction of the competent courts at Chennai, Tamil Nadu as regards any claim, dispute or matter arising under or in relation to the Contract.
- 25.15 You shall, upon reasonable notice, furnish such information and render such assistance to the Company as it may reasonably require in connection with any litigation in which it is, or may become, a party either during or after the term of your employment, such litigation or proceedings having arisen out of any matter to which you have been privy to.
- 25.16 Force Majeure: Neither party to this Contract shall be liable to the other party for failure or delay in the performance of any of the obligations under this Contract for the time and to the extent such failure or delay is caused by riot, civil commotion, wars, hostilities between nations, laws, governmental orders or regulations, embargoes, actions by governments or any agency thereof, an act of God, storms, fires, earthquakes, accidents, strikes, sabotages, explosions, epidemic, natural calamity and any order of any governmental authority to initiate lockdown or closure of operations or partial closure or similar or different contingencies beyond the reasonable control of the respective party. Further, in such a situation, either party may terminate this Contract in accordance with termination provisions set out in paragraph 17 of this Contract.
- 25.17 This Contract may be executed in any number of counterparts, each of which shall be deemed to be an original as against any party whose signature appears thereon, and all of such parts shall together constitute one and the same instrument. This Contract shall become binding when one or more counterparts hereof, individually or taken together, shall bear the signatures of all the parties reflected hereon as the signatories. The delivery of signed counterparts by electronic mail in "portable document format" (".pdf") or ".JPEG" format shall be as effective as signing and delivering the counterpart in person. Further, the parties also agree that electronic execution of the Contract using DocuSign or any other third-party electronic signature platform / service provider shall constitute a valid method of execution of this Contract and no additional certification / verification from a statutory authority or any third-party is required for validating the electronic signatures so affixed.

End of Standard Terms and Conditions

A handwritten signature in blue ink, appearing to read "Victor Vincent", with a stylized flourish at the end.

Signed for and on behalf of Stats Systems India Private Limited

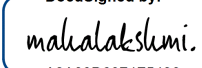
By: Victor Vincent

Senior HR Executive

Date: 19th September 2022



I have read, understood and agree to all the terms and conditions of employment encapsulated in this Contract.

DocuSigned by:

.....A3A00D6074F5436x.....

Signed by: Mahalakshmi, Sivakumar

Date: 19th September 2022



APPENDIX A

Compensation & Benefits

STATS Systems India Private Ltd		
Name: Mahalakshmi, Sivakumar		E-Code:18197
WEF: 22nd August 2022		
Designation: Data Collection Analyst		
	Monthly	Annual
	(in INR)	(in INR)
SALARY COMPONENTS		
Basic	10658	
HRA	3197	
Special Allowance	3466	
Gross	17321	207852
DEDUCTIONS		
PF – Employee’s Contribution (As per EPF act)	1695	
ESI - Employee's Contribution (As per ESI act)	130	
Net Salary	15496	
EMPLOYER CONTRIBUTIONS		
PF – Employer’s Contribution (As per EPF act)	1836	22032
ESI – Employer’s Contribution (As per ESI act)	563	6756
Annual Statutory Bonus		10658
Performance Incentive		12000
Cost to Company (CTC)		259298
BENEFITS		
*Employer's contribution to EPF and ESI will be remitted on a monthly basis to the concerned Departments		



APPENDIX B

Employee Confidentiality and Restrictive Covenants Compliance Declaration

Date: *[Insert Date]*

To

Stats Systems India Private Limited

683, Madharsha Towers,
Thousand Lights,
Annasalai,
Chennai - 600006

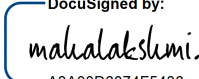
Attn: *[Mahalakshmi, Sivakumar Data Collection Analyst]*

Subject: Release of severance payment for the month of *[Insert Month]* pursuant to termination of employment with Stats Systems India Private Limited ("Company").

Dear Sir

I hereby declare and undertake that I have ensured compliance with my continuing obligations for the month of *[Insert Date]* in relation to confidentiality, non-compete and non-solicitation covenants as set out in the employment contract dated *[Insert Date]* entered into with the Company.

Yours sincerely,

DocuSigned by:

A3A00D6074F5436...

Name: *[Mahalakshmi, Sivakumar]*

Address: *[#2/9, Padasalai Street, Periya Mathur, Near Manali., Chennai, 600068]*



MiraMed Ajuba
A GLOBAL SERVICES COMPANY

(Formerly Ajuba Solutions (India) Pvt Ltd)
Registered office | 12-02 Tidel Park | 4 Canal Bank Road |

OL/AJP-2022/2297
19/07/2022

Ms. Malar Hariharan
7 11 Jeevanatham Street Ramana Nagar,
Perambur.

INSPIRED PEOPLE. INSPIRING RESULTS.

MiraMed Ajuba Solutions Pvt Ltd

(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

OL/AJP-2022/2297
19/07/2022

Ms. Malar Hariharan
7 11 Jeevanatham Street Ramana Nagar,
Perambur,
Chennai 118

OFFER LETTER

Dear Malar,

Welcome to MiraMed Ajuba!

We are delighted to offer you the position as "**Trainee - Medical Billing**". Your total compensation (CTC) will be Rs. **235560/-** per annum. The salary Structure is attached for your reference.

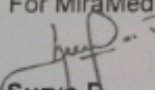
Offer Validity: You are required to join duty on or before **29 July, 2022** failing which the employment offer stands cancelled. Your appointment is subject to background verification and successful completion of the Induction Training Program in accordance with the Company's Standards.

Probation: You would be on probation for a period of 6 months from the date of your joining duty. Your confirmation will be based on meeting the minimum performance standards set for your process.

Benefits: You will be eligible for the following benefits as per the company HR policies.

1. 24 days annual leave benefit which shall include Privilege leave, Casual leave and Sick leave
2. Performance based monthly incentive of Rs.6,000 (refer salary structure). In case the process to which you are assigned does not have an incentive program, you will be eligible for an annual bonus based on performance and competence.
3. Mediciam Insurance coverage for Rs. 2,00,000/- per annum. Coverage for dependent family members will be given on successful completion of first annual appraisal
4. Personal Accident Insurance for Rs. 5,00,000/-
5. Life Insurance coverage for Rs. 6,02,000/-
6. Shift Allowance and food facility
7. Opportunity to participate in various Organization Development initiatives and Performance Awards organized by the company
8. Provident Fund and Gratuity as per the statutory requirements

For MiraMed Ajuba Solutions Pvt Ltd


Surya D
Head - HR

.....
Accepted and Signed



ISO 9001 : 2008



ISO/IEC 27001 : 2013

CIN No: U72200TN2000PTC051661

Private & Confidential

www.miramedajuba.com

Salary Structure		
	Monthly	Annual
	Rs.	Rs.
Basic	4,500	54,000
HRA	2,700	32,400
Conveyance / Fuel	1,600	19,200
LTA	0	0
Medical Reimbursement	417	5,004
Special Allowance & Bonus	2,826	33,910
Performance Incentive*	6,000	72,000
RETIREMENT BENEFITS		
Provident Fund	1,121	13,454
Gratuity	216	2,596
Mediclaim Policy*	250	3,000
TOTAL COST TO COMPANY	19,630	235,560
TAKE HOME PRE-TAX		
Gross Monthly Salary	12,043	144,514
less ESI (employee contribution)	90	1,084
less PF (employee contribution)	1,121	13,454
FIXED TAKE HOME PRE-TAX	10,831	129,976

* **Performance Incentive** is payable monthly, based on your performance against targets and subject to the policies and procedures applicable from time to time.
The maximum earning potential is currently Rs.6,000 pm.

* You will be entitled to a shift allowance of Rs 3000 pm. (Pro rata basis)
If you work in the night shift.

Accepted and Signed

04-10-2022



**GREEN
REMEDIES**

D.No. 5-1-13, Kinnimulky
Udupi-576101, Karnataka
Phone: +91 6364037346
Email: green_remedies_india@yahoo.com
Website: www.greenremediesindia.com

To:
Mr. C Danny Leon,
No. 30/34, Kasthur Bai Colony,
A block, 3rd Street,
Kannigapuram,
Chennai - 600012

Dear Mr. C Danny Leon,

SUB: APPOINTMENT- "BUSINESS OFFICER"

With reference to your application and the subsequent interview you had with us, we have pleasure to offer you the post of "BUSINESS OFFICER" in our organization w.e.f. 12th September 2022.

1. You will be on probation till 12th March 2023 and separate letter will be issued to you confirming your services if your job is found satisfactory.
2. You will report to Mr. Shaik Niyaz Ahmed - Area Business Manager
3. For the time being you will be incharge of Chennai and neighboring district. But the management reserves the right to transfer you to any part of the country without assigning any reason whatsoever.
4. Your emoluments will be Rs. 12000/- per month effective from 12th September 2022, as per the following break-up

Basic	9000.00
H. R. A	2000.00
D.A	1000.00
Total	12000.00

5. Besides, you are entitled for the following field working allowances for company's field work
 - a) Headquarters Town Working Day Rs. 165.00
 - b) Ex - Headquarters Town Working Day Rs. 185.00
 - c) Up - Country Town Working Day Rs. 600.00
6. If you own a two wheeler you will be entitled for a mileage at the rate of Rs.2.50 for running km, both ways up and down to cover the suburb and town, Ex HQ maximum distance of 60 km one way i.e. you can claim a maximum Rs. 300 towards vehicle mileage for EX HQ towns. Any suburb and town beyond 60 km should be traveled by bus only. You will be entitled for actual bus fare to and from HQ.
7. This is whole-time job and you should not engage yourself in any part time job or business activity for remuneration or otherwise, while in our Company's employment

8. Any dispute arising out of or relating to your employment with us, will be subject to the jurisdiction of the appropriate Courts in Udupi City
9. You will governed by the rules, regulations and standing orders of the Company that are in force from now and as may be introduced from time to time
10. The Management reserves the right to amend or alter without notice and without assigning any reasons, any of the above terms and conditions.
11. You will be entitled for the Incentive Scheme of the Company to be announced from time to time after the confirmation of the job
12. During probation your services may be terminated with 24 hours notice and you also have the option to resign from our services giving 24 hours notice
13. The management reserves the right to terminate your services at any time, without any compensation, if you are found guilty of false reporting and sufficient evidence and proof is obtained thereof for false reporting and mis-appropriation of Company's sales promotion materials such as samples, compliments and also false claim of traveling expenses including bus fares from town to town
14. Your retirement age will be 60 years

Please return the duplicate copy of this letter of appointment after having signed the statement at the bottom that you agree to and accept the terms stated above.

Wish you a long and successful sales career with us.

Yours faithfully,

For GREEN REMEDIES,



P. M. V. Hebbar

For GREEN REMEDIES,



MiraMed Ajuba
A GLOBAL SERVICES COMPANY

phone
+91 44 3068 0410

fax
+91 44 3068 0430

MiraMed Ajuba Solutions Pvt Ltd
(Formerly Ajuba Solutions (India) Pvt Ltd)

Registered office | 12-02 Tidel Park | 4 Canal Bank Road | Chennai 600113 | India

OL/AJP-2022/2298
19/07/2022

Mr Chandrika K Arumugam
1 Retlai Kuzhi Street,
Tondiarpet,
Chennai-81

OFFER LETTER

Dear Chandrika,

Welcome to MiraMed Ajuba!

We are delighted to offer you the position as "Trainee - Medical Billing". Your total compensation (CTC) will be Rs. 235560/- per annum. The salary Structure is attached for your reference.

Offer Validity: You are required to join duty on or before **29 July, 2022** failing which the employment offer stands cancelled. Your appointment is subject to background verification and successful completion of the Induction Training Program in accordance with the Company's Standards.

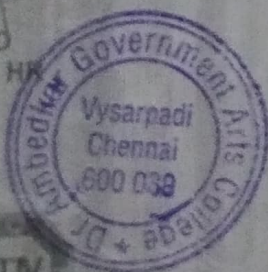
Probation: You would be on probation for a period of 6 months from the date of your joining duty. Your confirmation will be based on meeting the minimum performance standards set for your process.

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5. Life Insurance coverage for Rs. 6,02,000/-
6. Shift Allowance and food facility
7. Opportunity to participate in various Organization Development initiatives and Performance Awards organized by the company
8. Provident Fund and Gratuity as per the statutory requirements

For MiraMed Ajuba Solutions Pvt Ltd

Surya D
Head - HR



[Signature]
Principal
Dr. Ambedkar Govt.
Arts College, Vysarpadi
Chennai - 600 039

Accepted and Signed

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www.mirameditjuba.com

CB No: U72200TN2000PTC051661

ISO 9001:2008

ISO 27001:2005